

EXHIBIT 2740

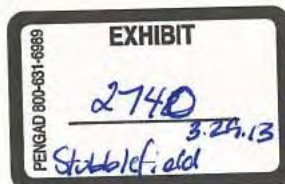
to the Declaration of
Lisa J. Cisneros in Support of
Plaintiffs' Opposition Briefs

REDACTED VERSION

DOCUMENT

PLACEHOLDER

This Document was Produced in Native Format



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INTUIT_052841

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Focal Decisions 2005

**Communications Session for Senior Leaders
(Level 2 & 3 Managers)**

*"Differentiating Performance for Results...
Differentiating Pay Decisions for Performance"*

Jim Grenier
June, 2005

Intuit Confidential

Revised: May 9, 2005



Pay Decisions 2005 - Agenda

4 Chapters...

1. An "Executive Summary" . . . Headlines

2. Focal Review - The Framework & Context

- Performance Evaluation
- Retention
- A Calibration Tool
- Tips for Gaining Approval
- Guidelines

3. The Pay Decision Tool

4. Stock Options Focal Review & Tool

1. Headlines

- **Calendar**

- **Intuit's Compensation Plans and...
What's Going On in the Market**

- **Stock Options Update**

- **Your Actions**



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Our Operating Mechanisms...Pay Decisions



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Focal Pay Decisions and Options Timeline

May	June	July
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[Redacted Content]

PDT - All Level Mgrs

Stock Options Tool - Levels 2&3 Mgrs Only

Note: Two
Different
Tools

[Redacted Content]

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Comp Plan Recommendations Based On...

[REDACTED]

[REDACTED]

Average Merit Budget = 3.7% (for those projecting increases)

[REDACTED]

Only 8% of companies reporting a pay freeze,
down from 27% last year

[REDACTED]

Tech industry still experiencing a net decline in employment
Moderate economic growth projected but inflation concerns
Key uncertainties: Labor supply/demand and turnover
Unemployment at 5.2%, down from last year

FY'06 Salary & Recognition Budgets

	Intuit FY'06 Budget
Merit Increases	4.0%
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]

No change from '05



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Incentive Compensation & Stock Options

■ FY05 IPI Guidelines:

- [REDACTED]

[REDACTED]

■ IPI Funding

- [REDACTED]

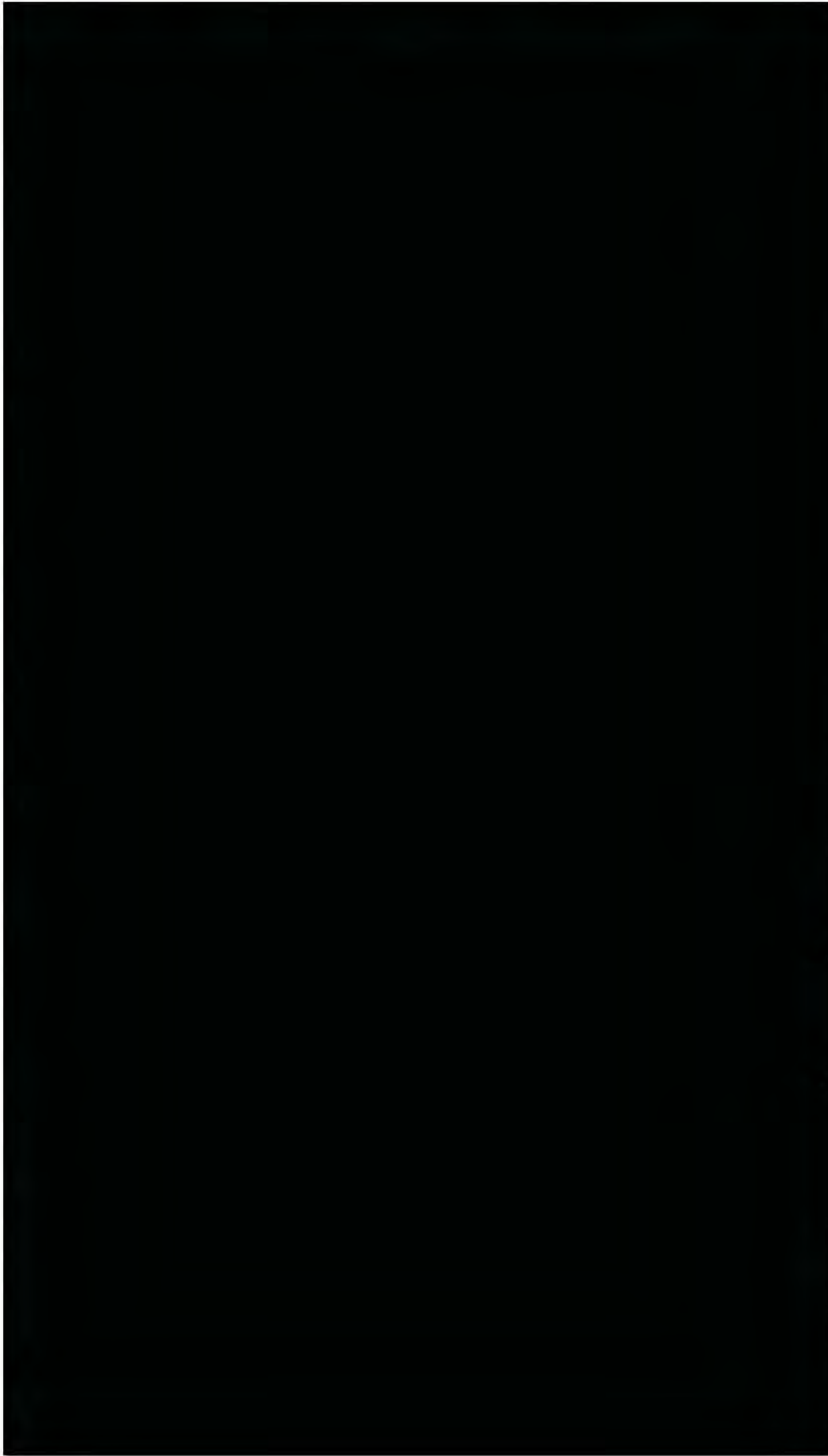
■ Stock Options Focal

- [REDACTED]



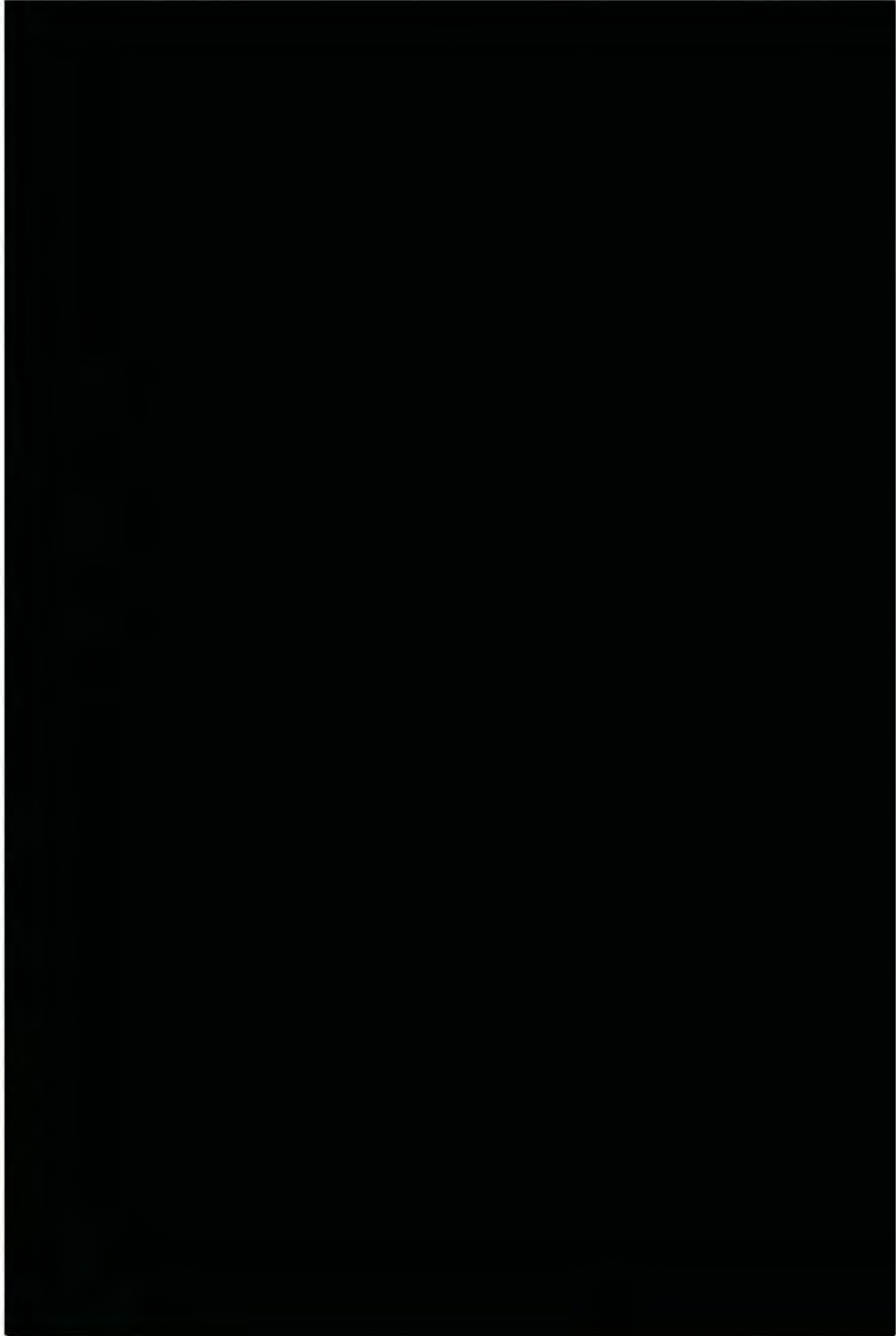
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Stock Options Update



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Stock Options Update



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Your Action Items



- Closed-loop documentation & communications in August...

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Differentiating for Performance and Impact...



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2. Focal Review – The Framework & Context

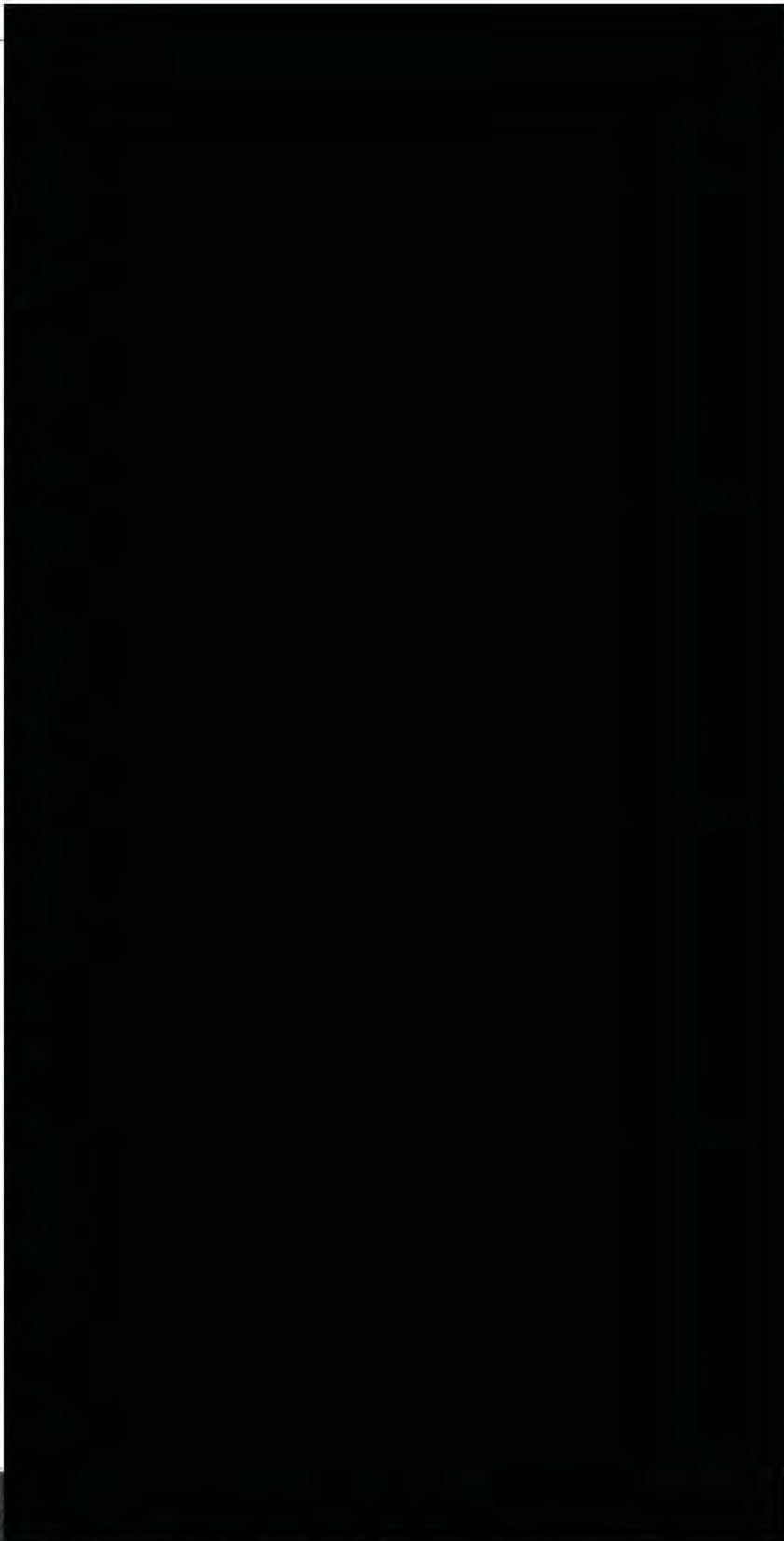
- **The Big Y**
- **Making Pay Decisions: 6 Steps**
- **Performance & Retention**
- **A Calibration Tool**
- **Tips for Gaining Approval**
- **Base Pay & IPI**
- **Stock Options Recommendations**



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What's Important?

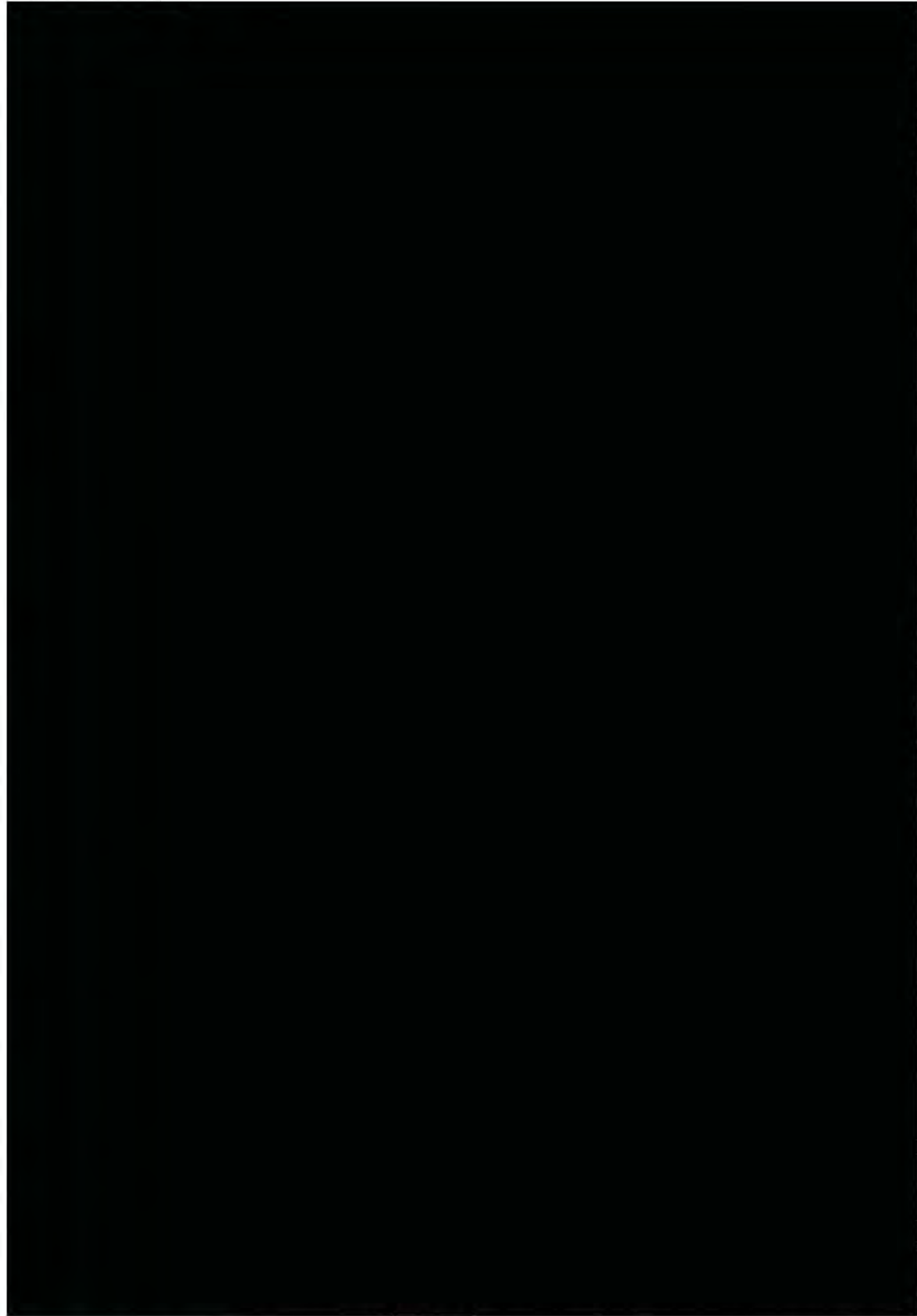
Big Y: Deliver "True North" ... best we can be results for all 3 stakeholders in the current period while building the foundation for a stronger future



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Review

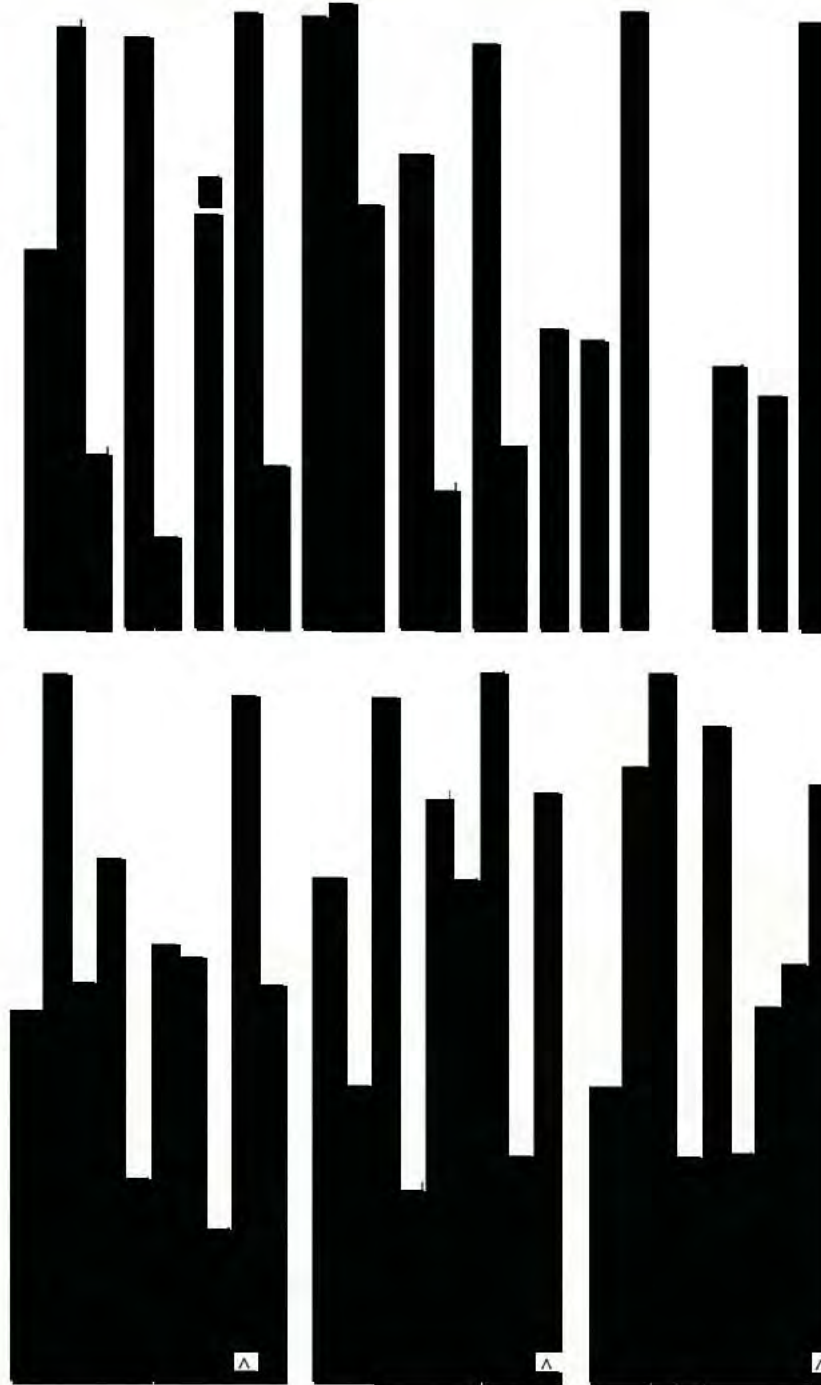
6 Steps in Making an Effective Pay Decision



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Input: Performance Assessment – What & How



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The key

how

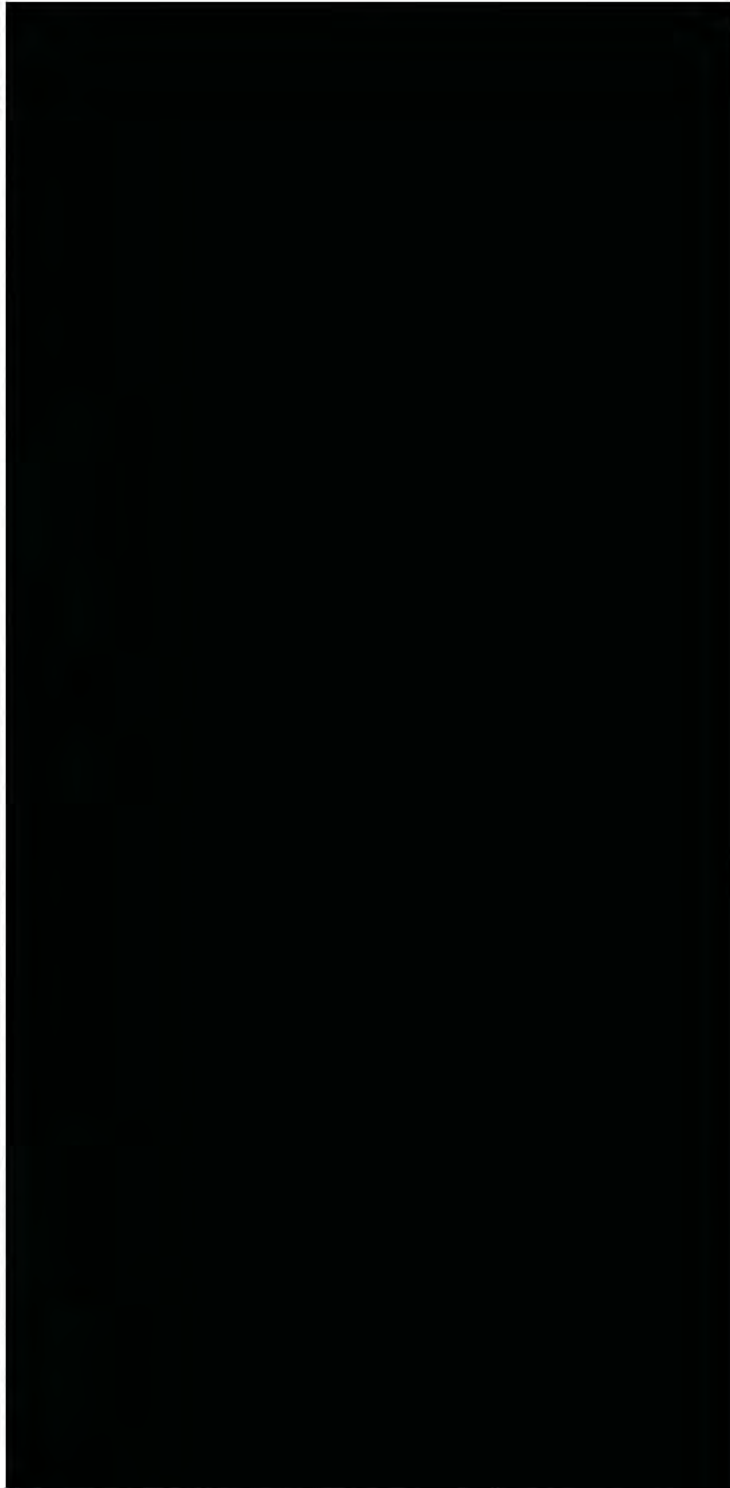
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What's the "How" ?



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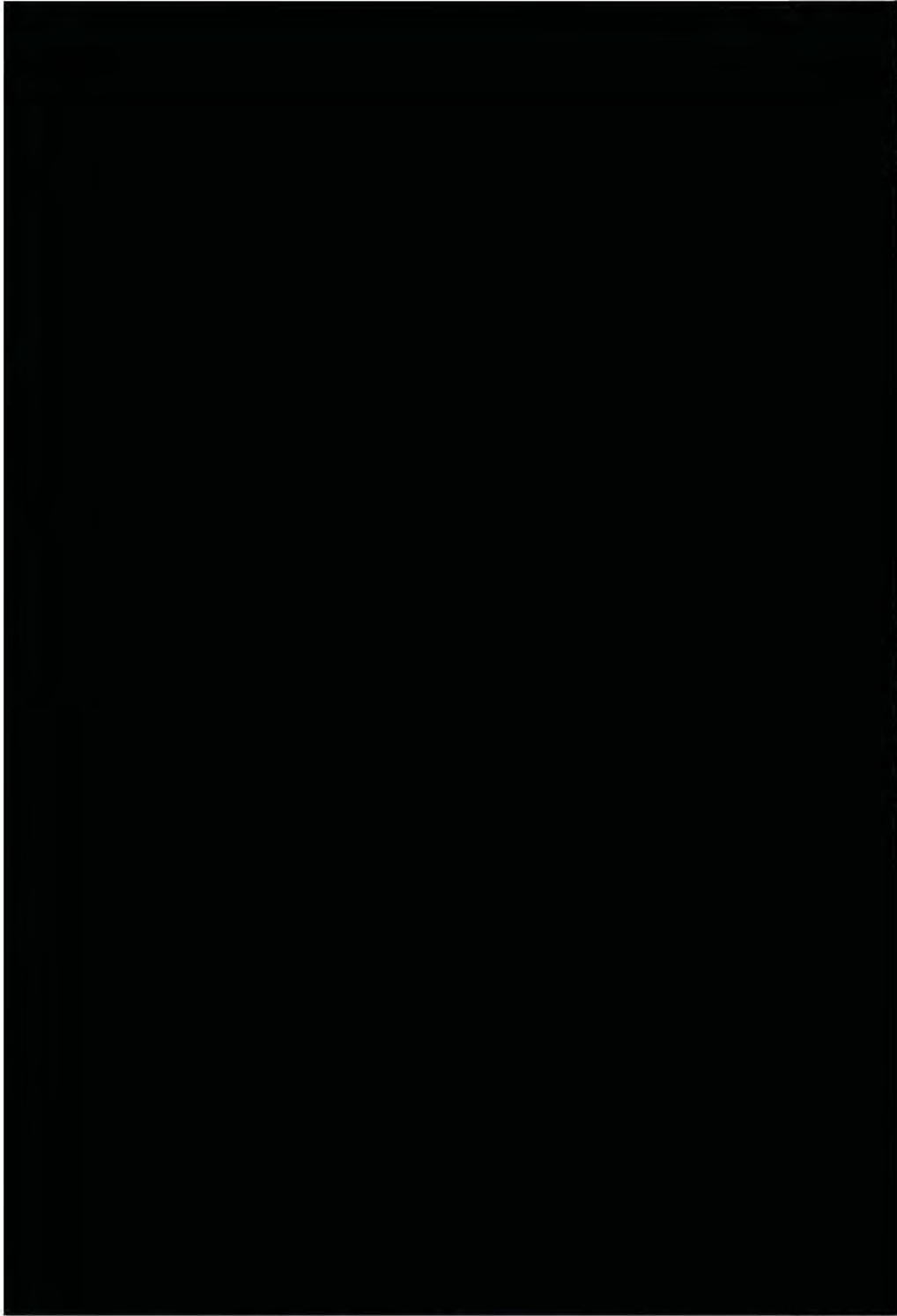
Performance Assessment: The "How"



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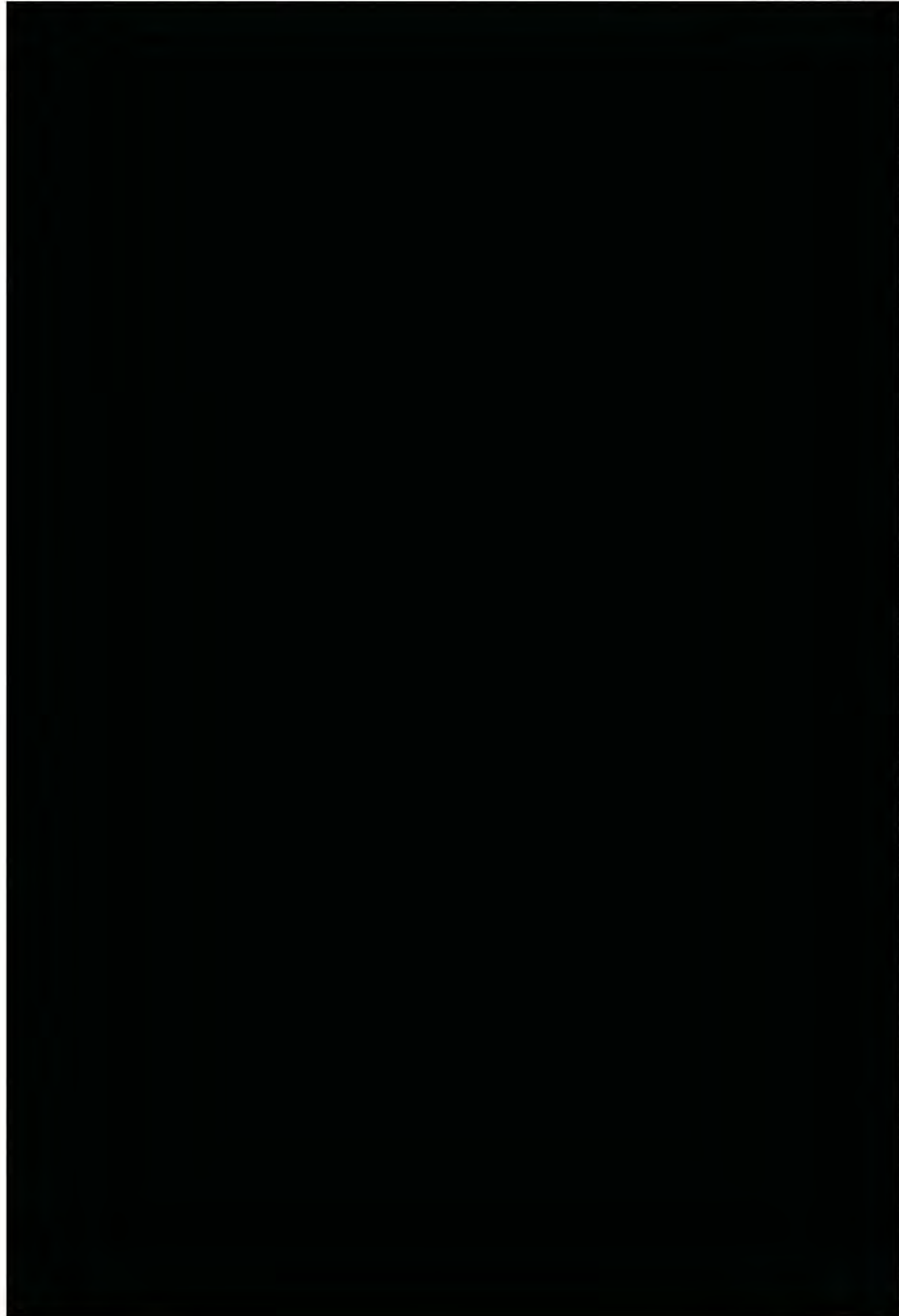
Input: Retention Assessment



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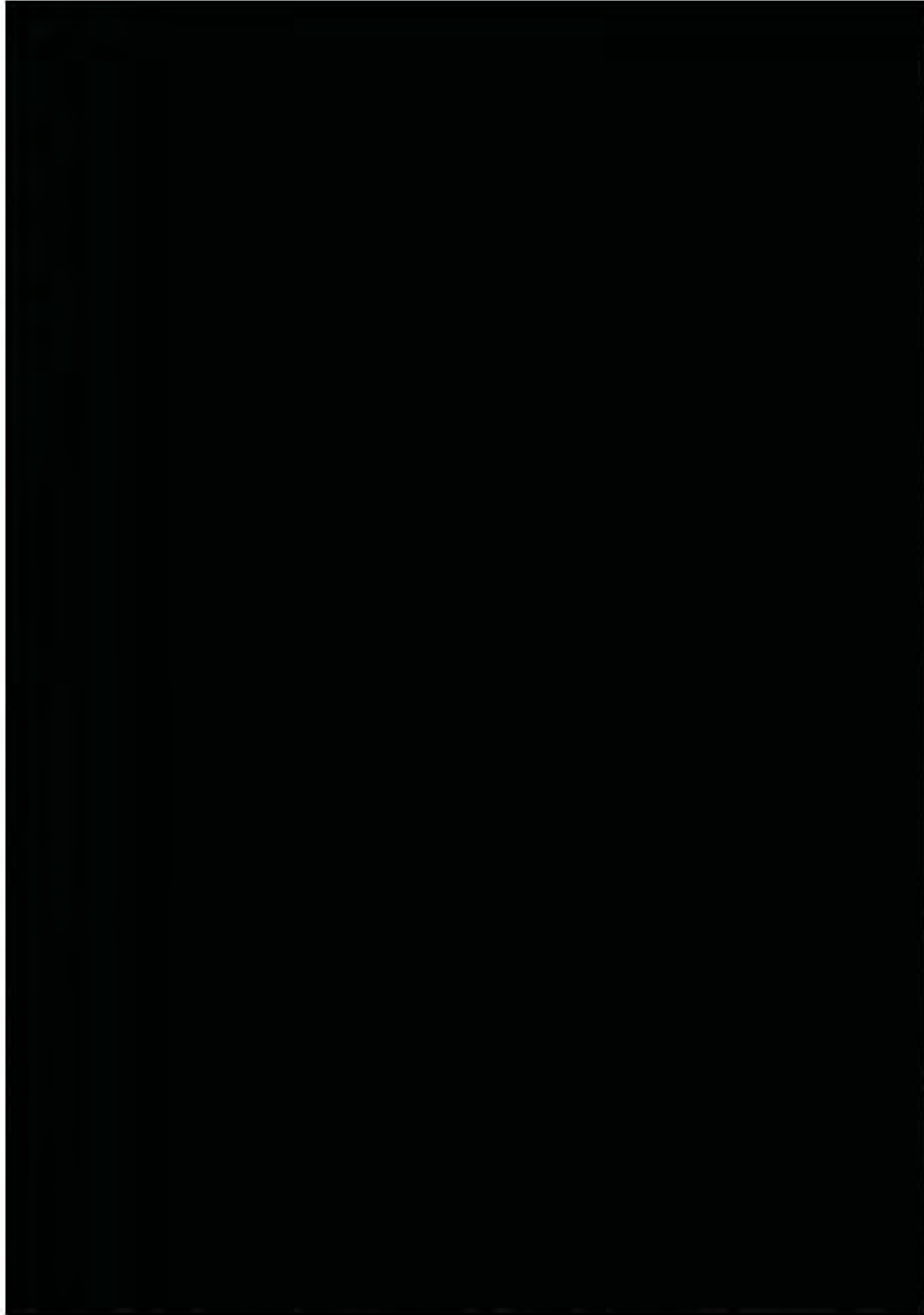


Assess and Calibrate Across Organization



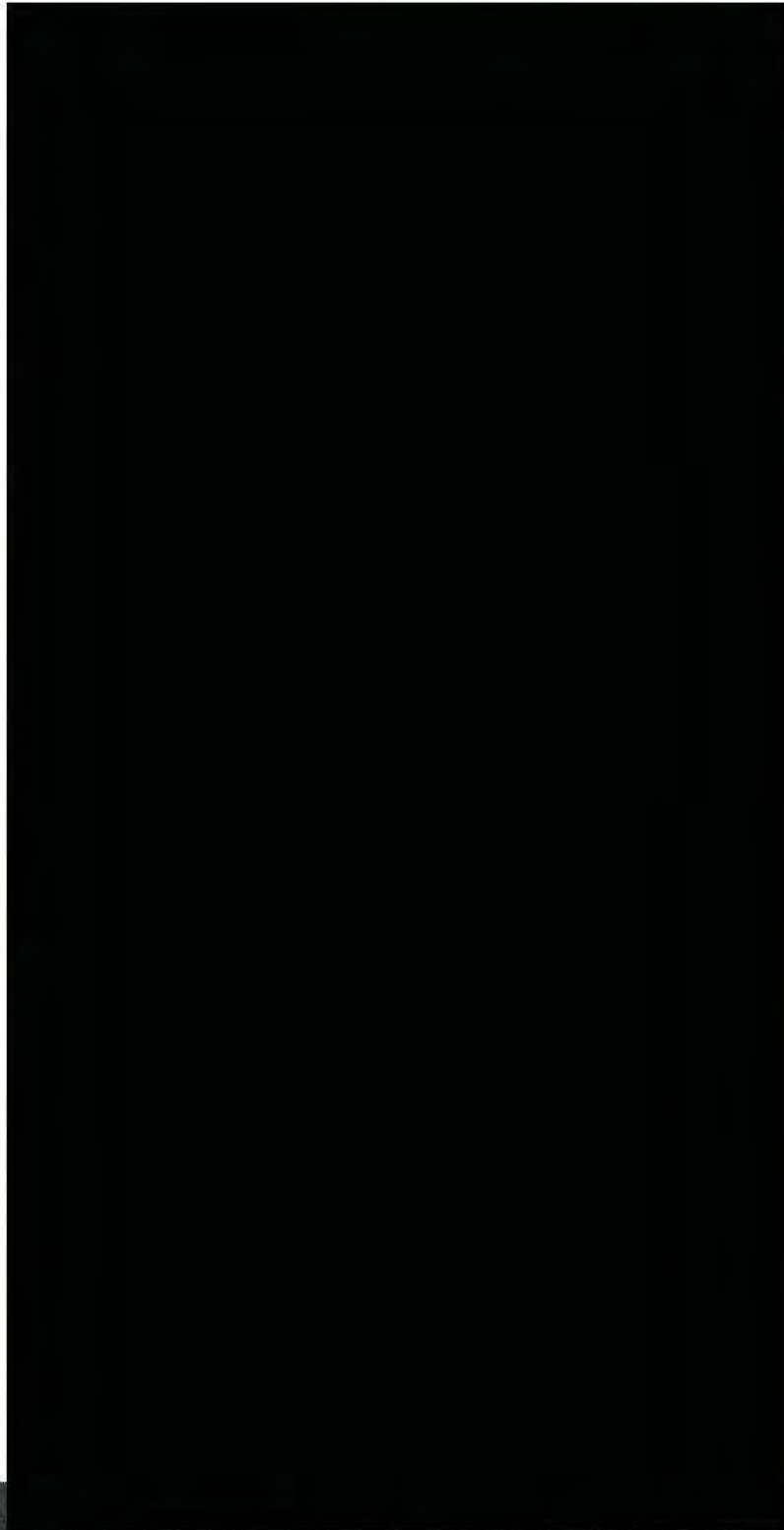
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A Ranking Tool to Help with Rationale and Clarity



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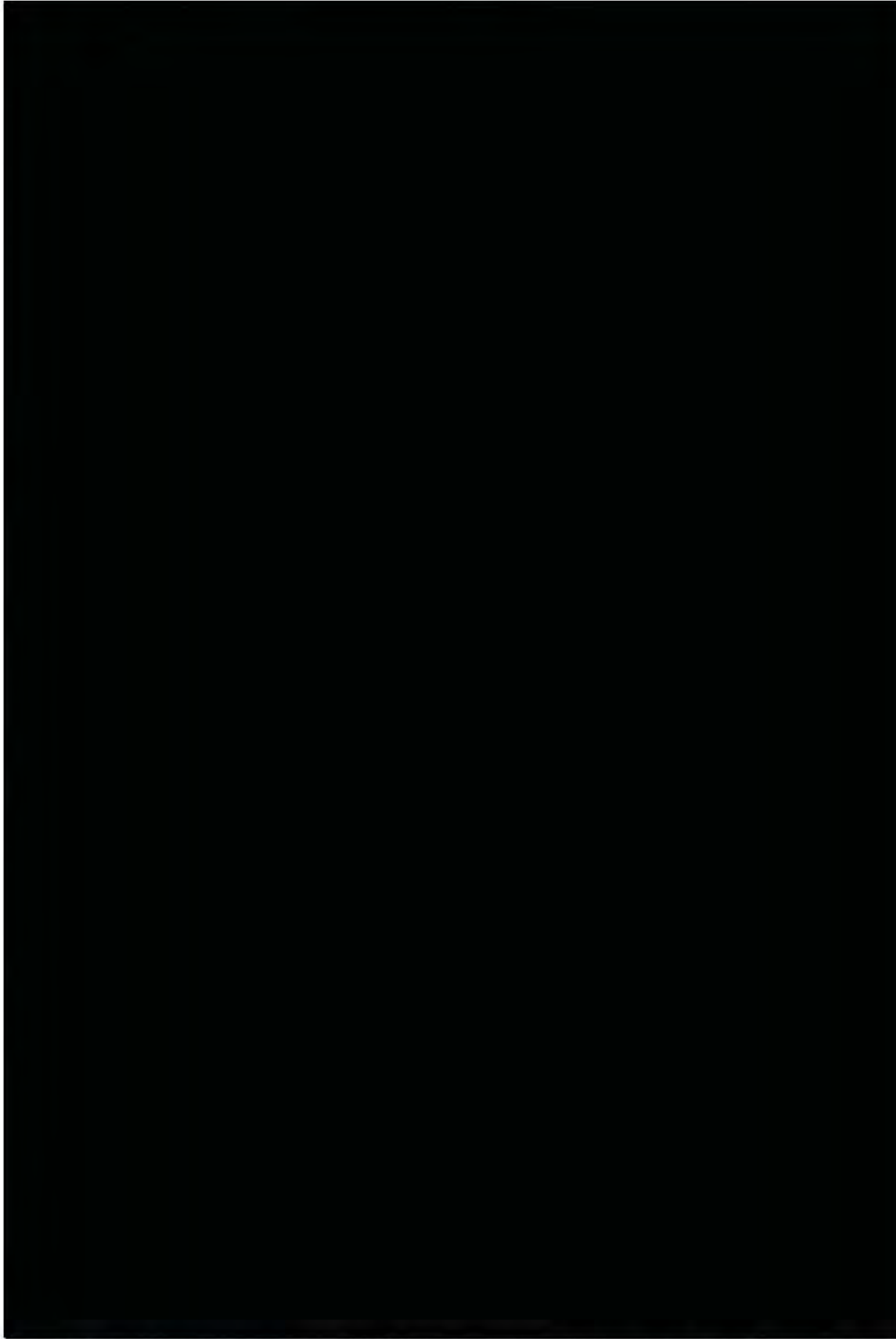
What is an Effective Pay Plan? Also Known As, "Tips for Gaining Approval"



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Actions that Raise Eyebrows



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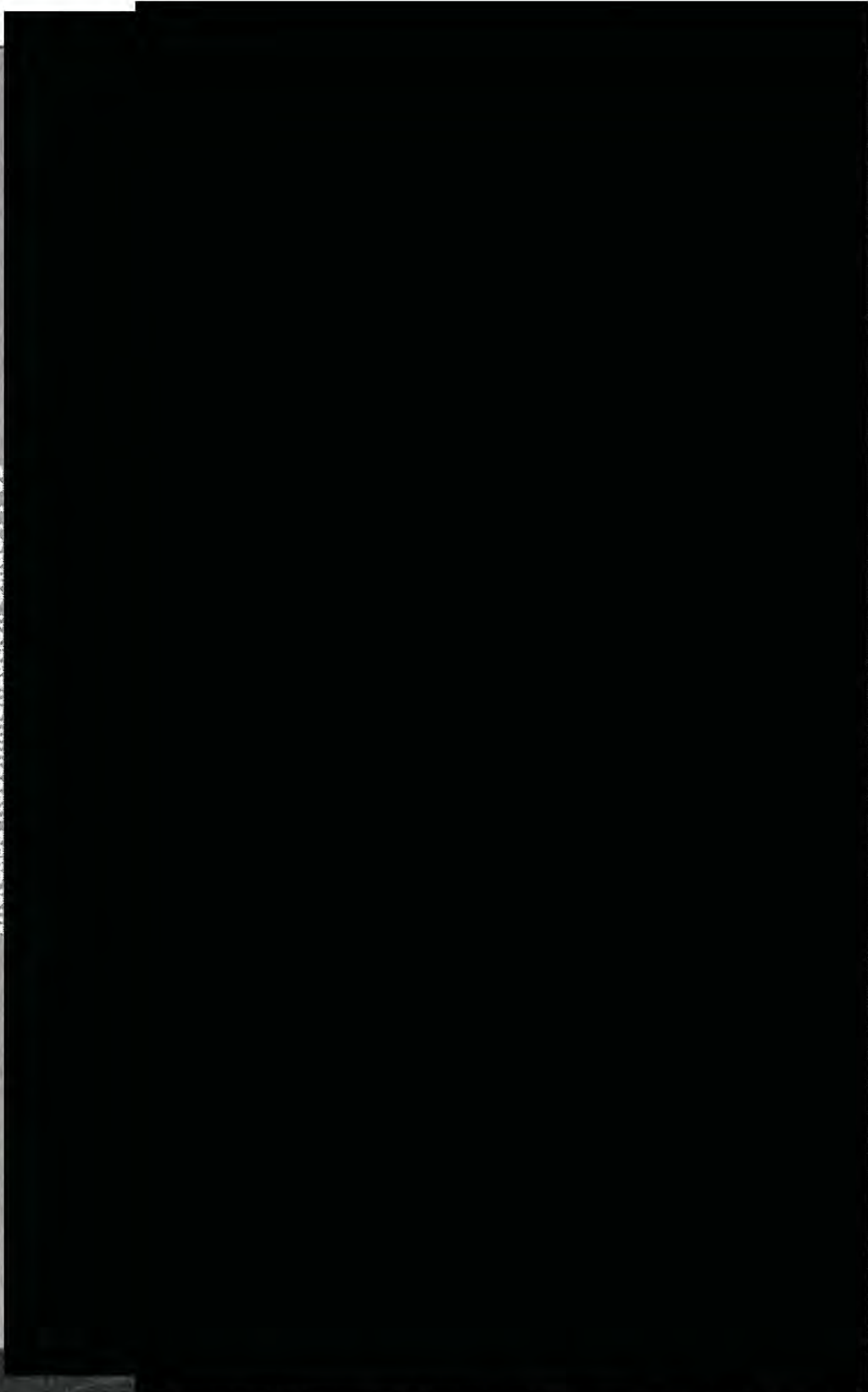
FY 05 – IPI Award Considerations



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Pay Decision Guidelines...

Increase Recommendation Guide FY'05



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Reports – Individual Worksheet

Summary

Pay for Performance - [REDACTED]

Focal Pay Decisions

[REDACTED]

Promotion Information

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Stock Option Focal Review

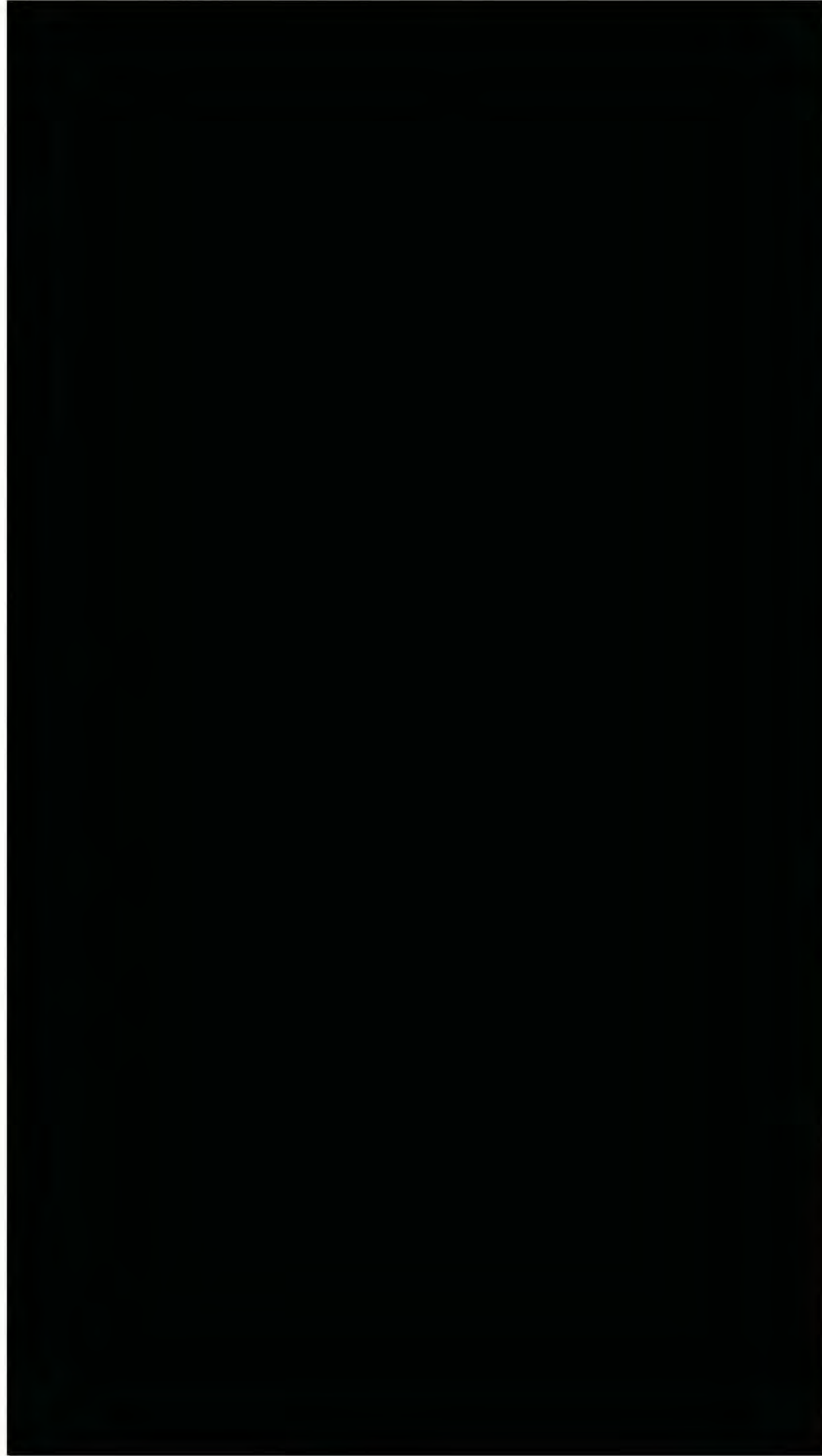
How It Works...



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How it Works...

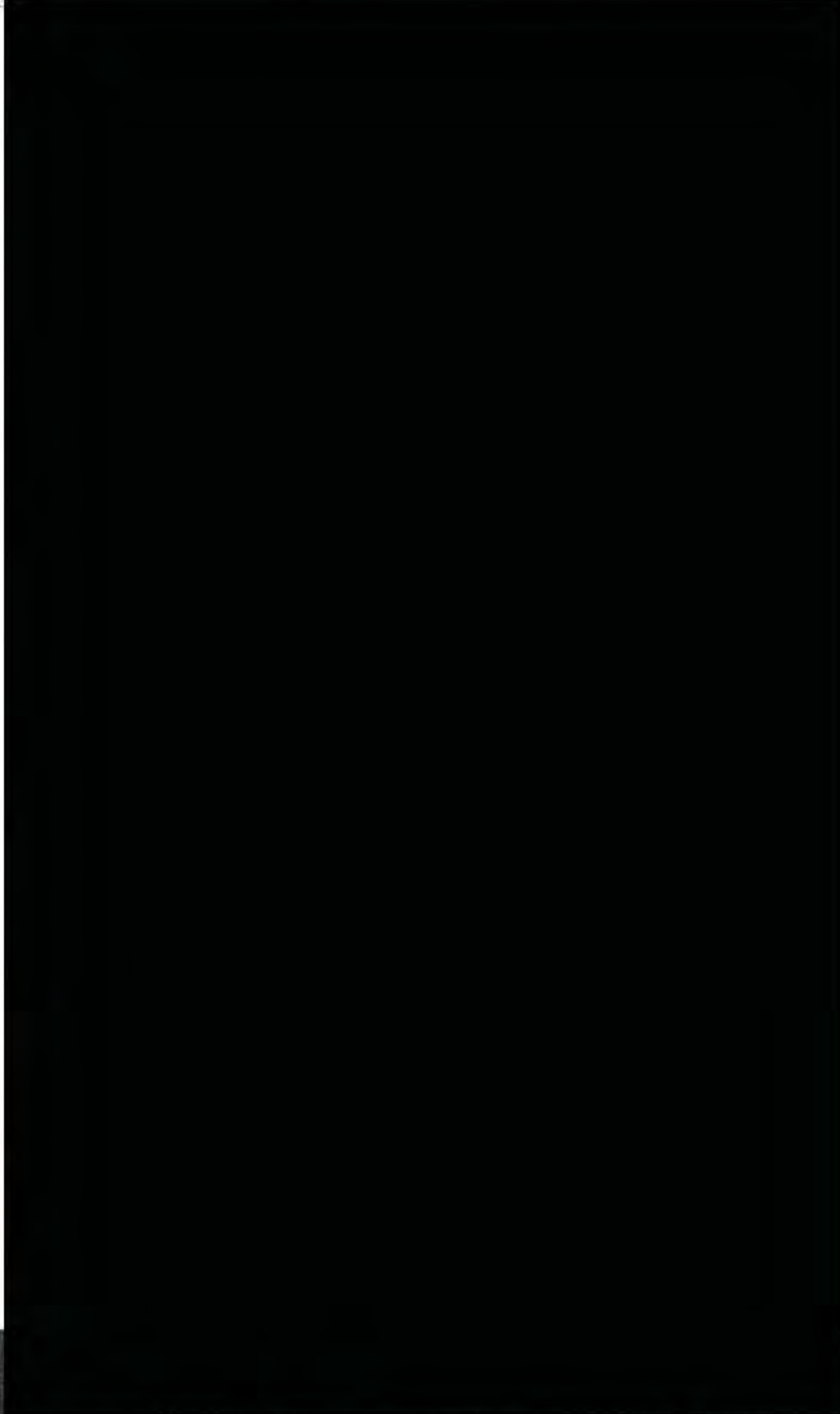


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Projected "9-Blocker" for 2005 Stock Options Grant

(Confidential – Not for Distribution...EXAMPLE only - %'s may change)



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Options Guidelines...An Example

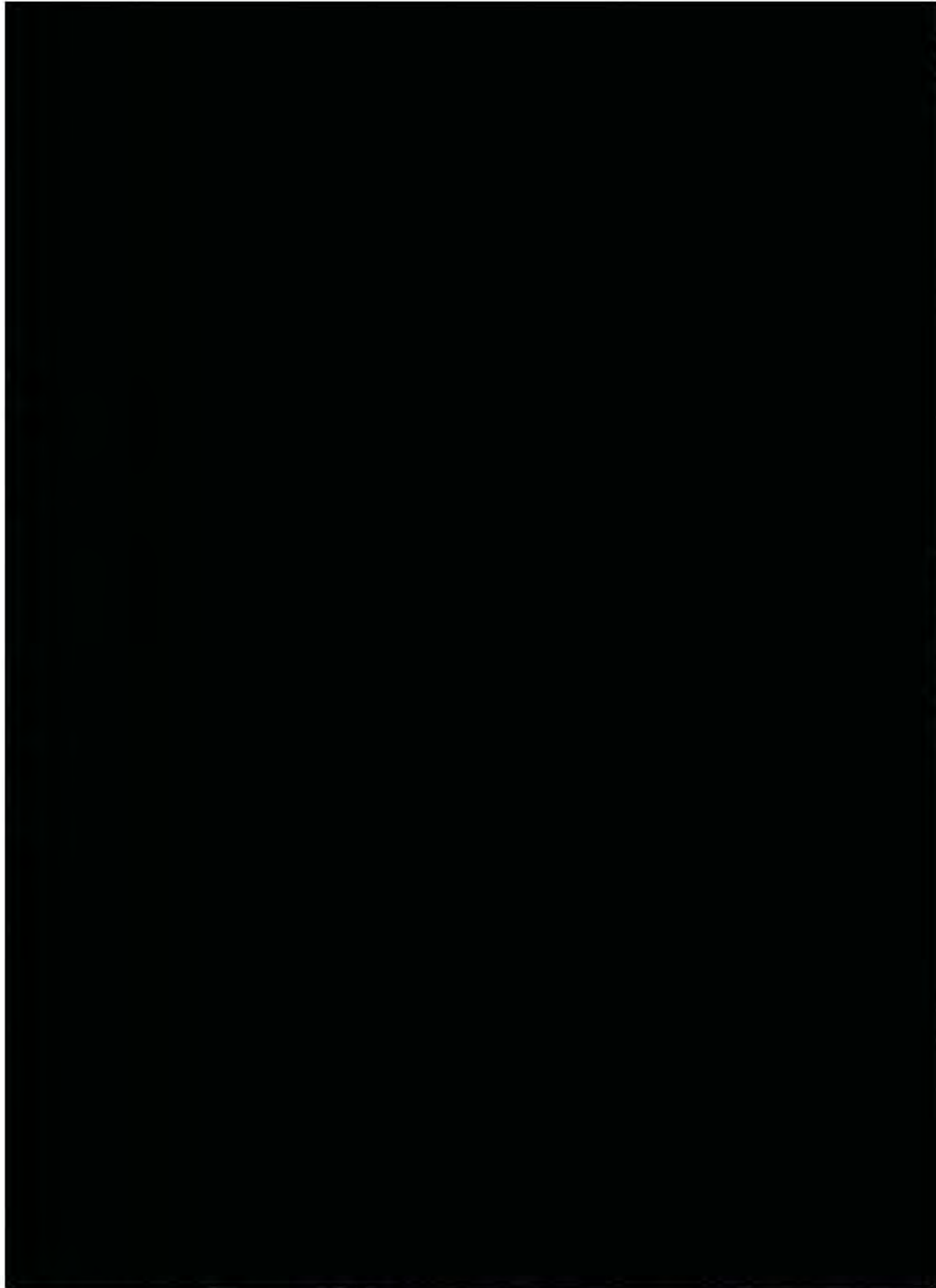


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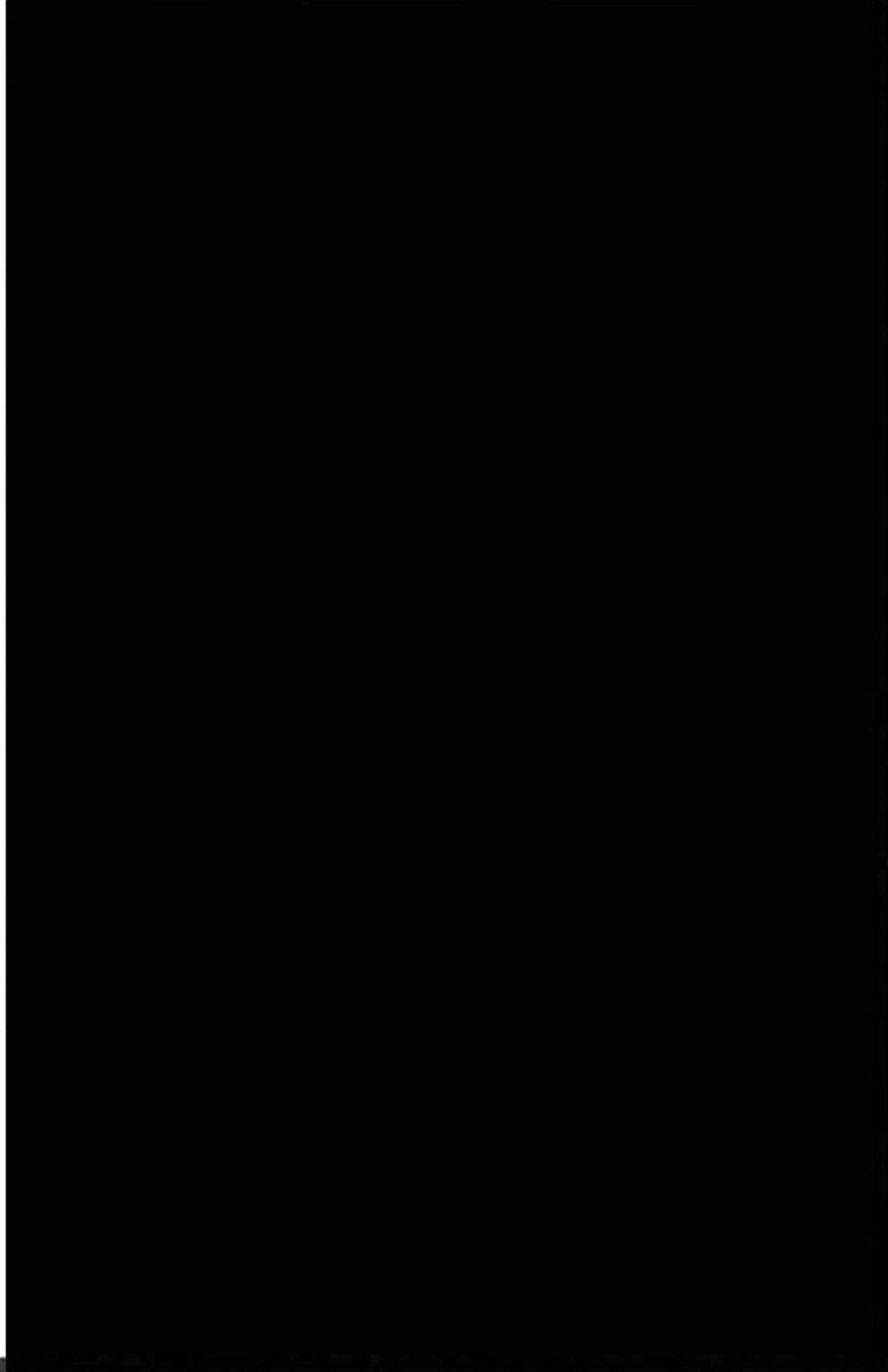
Focal Guidelines...An Example for Jan Doe

(example only - %'s may change)



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Other Considerations



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A Reminder...Role of Manager – New Hires



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3. The Pay Decision Tool (PDT) ...A Quick Intro



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The Pay Decision Tool

Web-based Pay application...enables modeling and recommendations for the following actions:

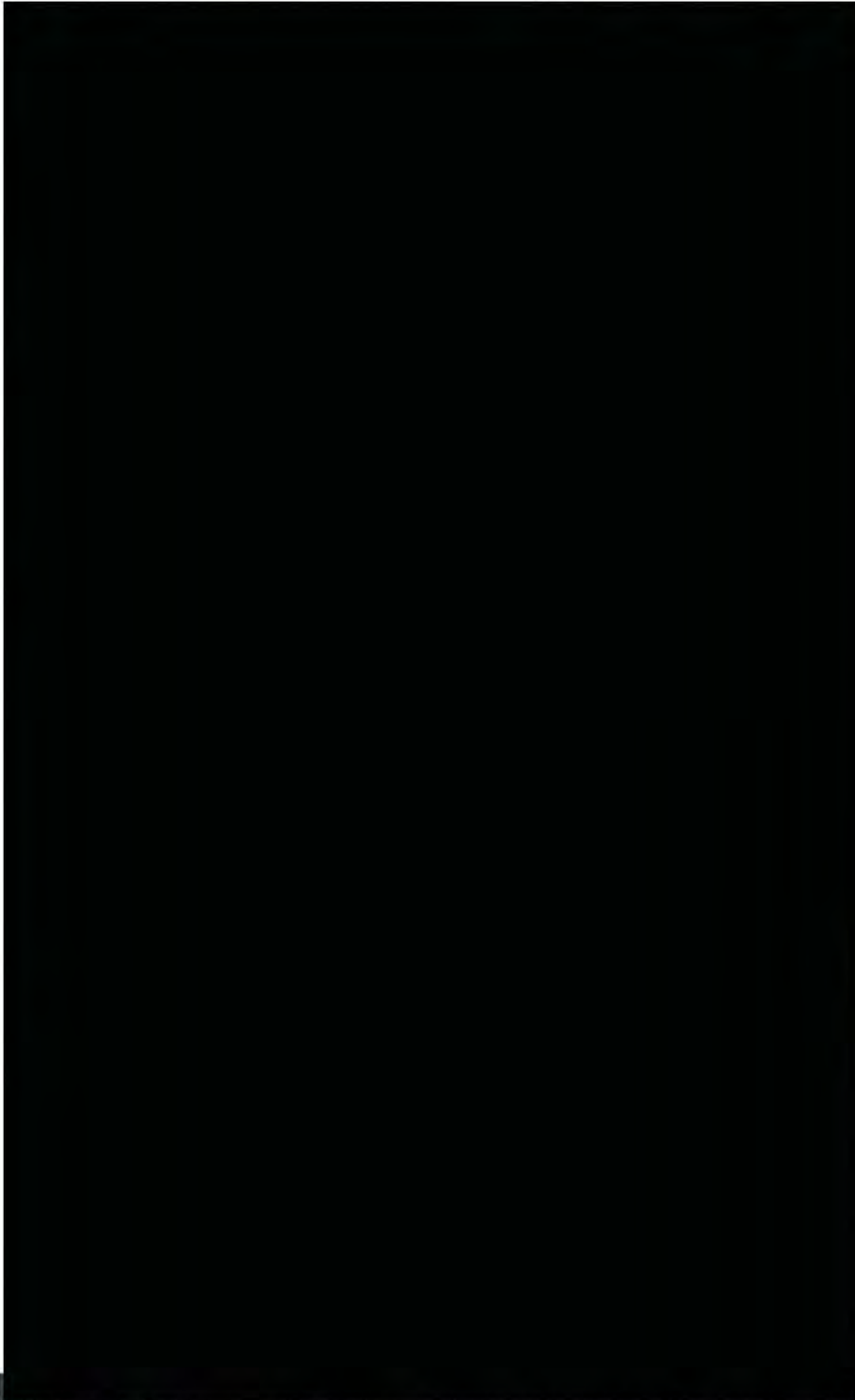


No Stock Options At This Time In Tool

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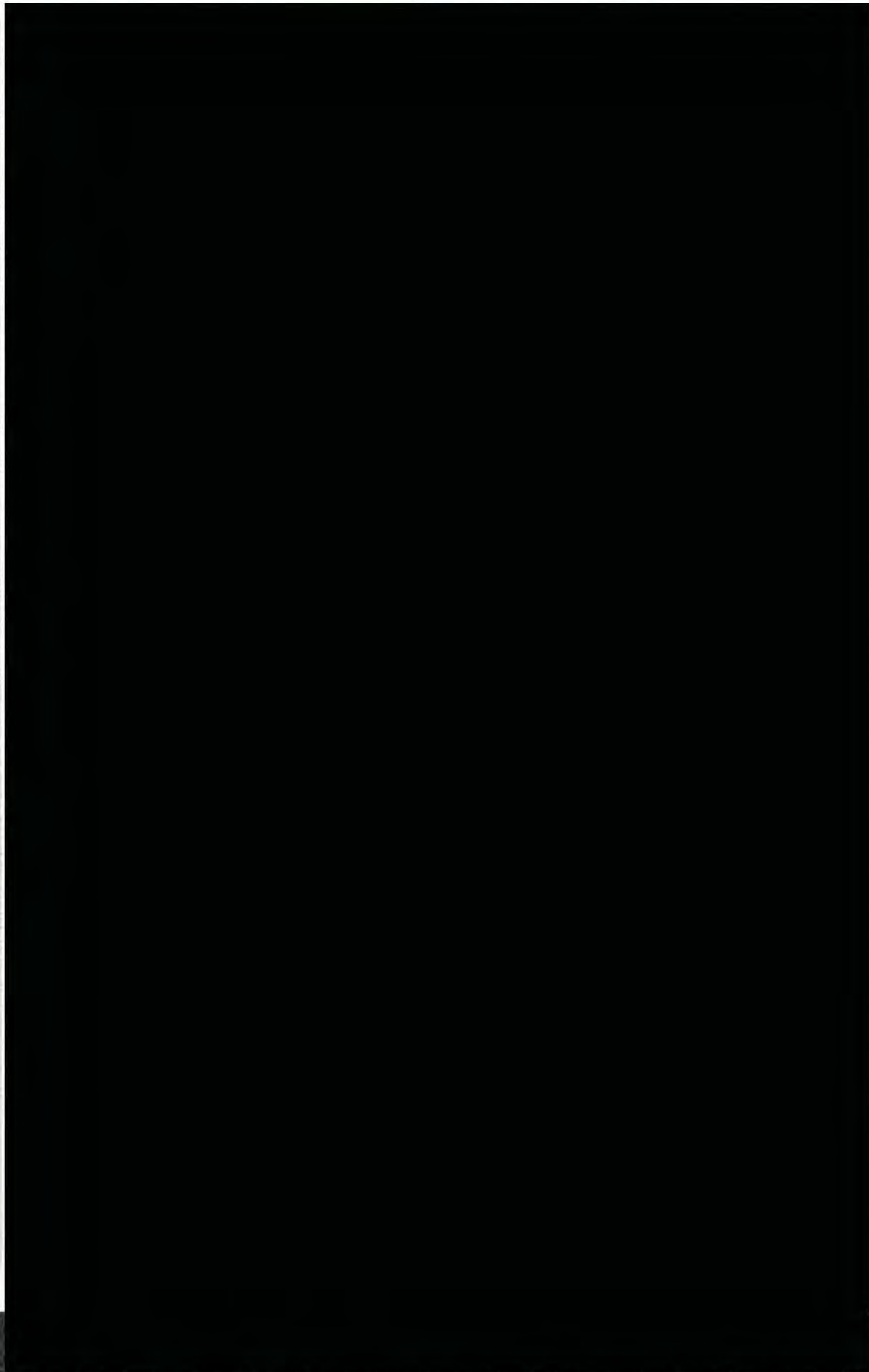


Eligibility



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Prorated Actions

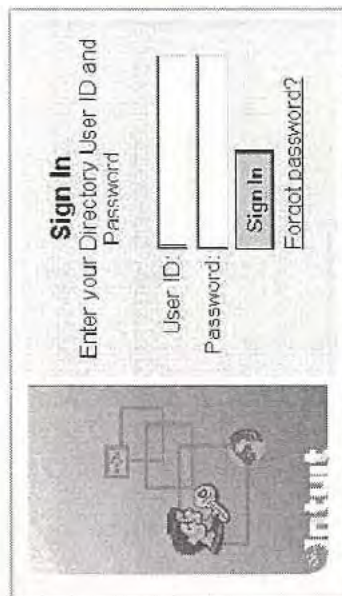


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Log On

Pay Decision Tool

Intuit



Sign In
Enter your Directory User ID and Password

User ID:

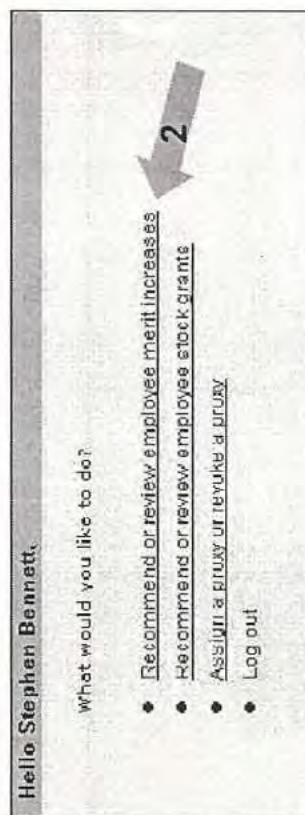
Password:

Sign In

[Forgot password?](#)

1. Enter Directory Login and Password. The Directory Login and password are the same Directory Login and password that is used for the Directory Toolbox.
2. Click the Sign In button.

Log On



1. The number of options displayed depends on the level of the manager.
2. Click the “Recommend or Review employee merit increases” (Hyperlink) to go to the *Manager Summary Screen*



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Pay Decision Tool

Logged in as: Smith, Pebbles M.
HRU00AT88 v5.0.6



[Help](#) • [Directory](#) • [Toolkit](#) • [FAQs](#) • [Contact Us](#) • [Log Out](#)

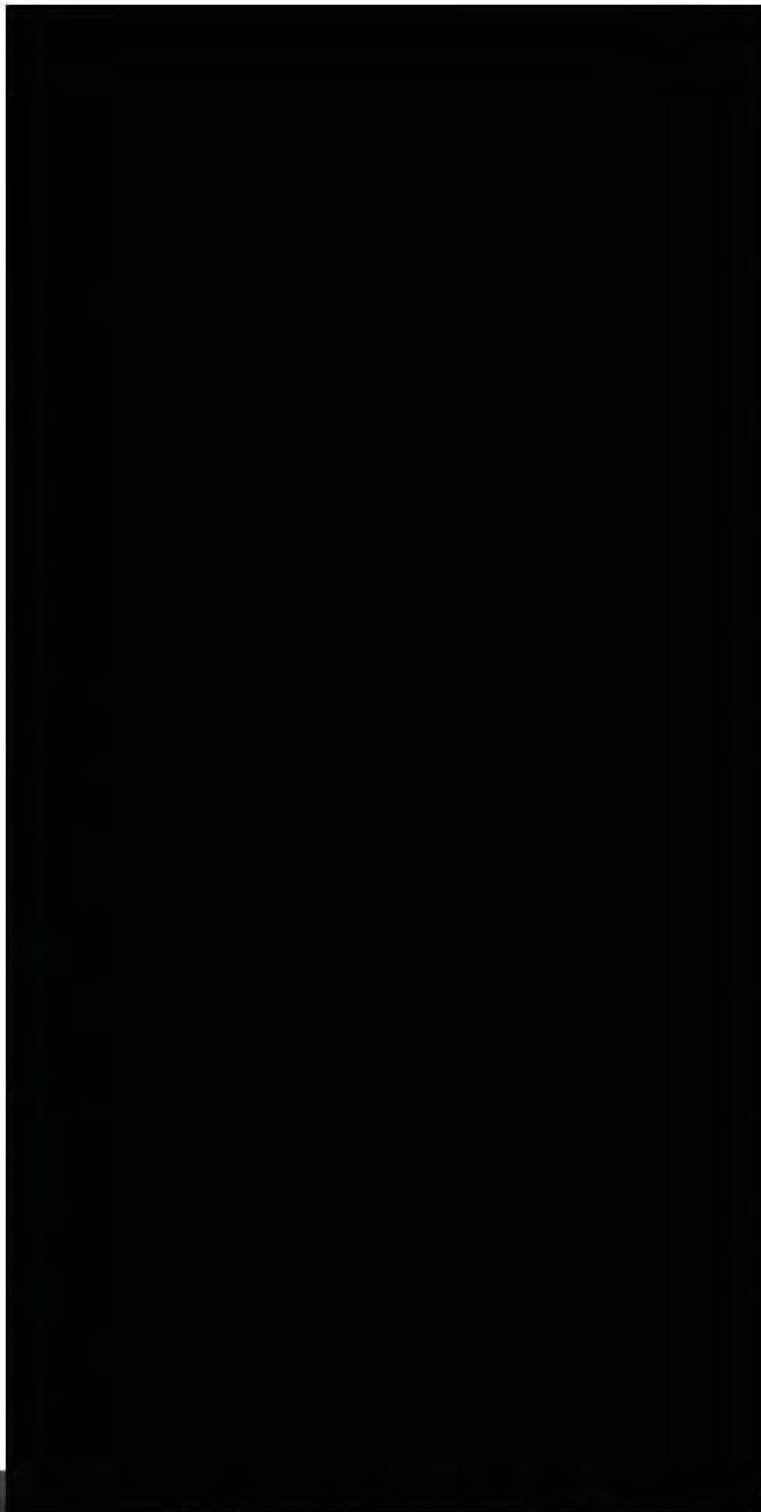
Summary for Joe Jones

You have not submitted your reviews.

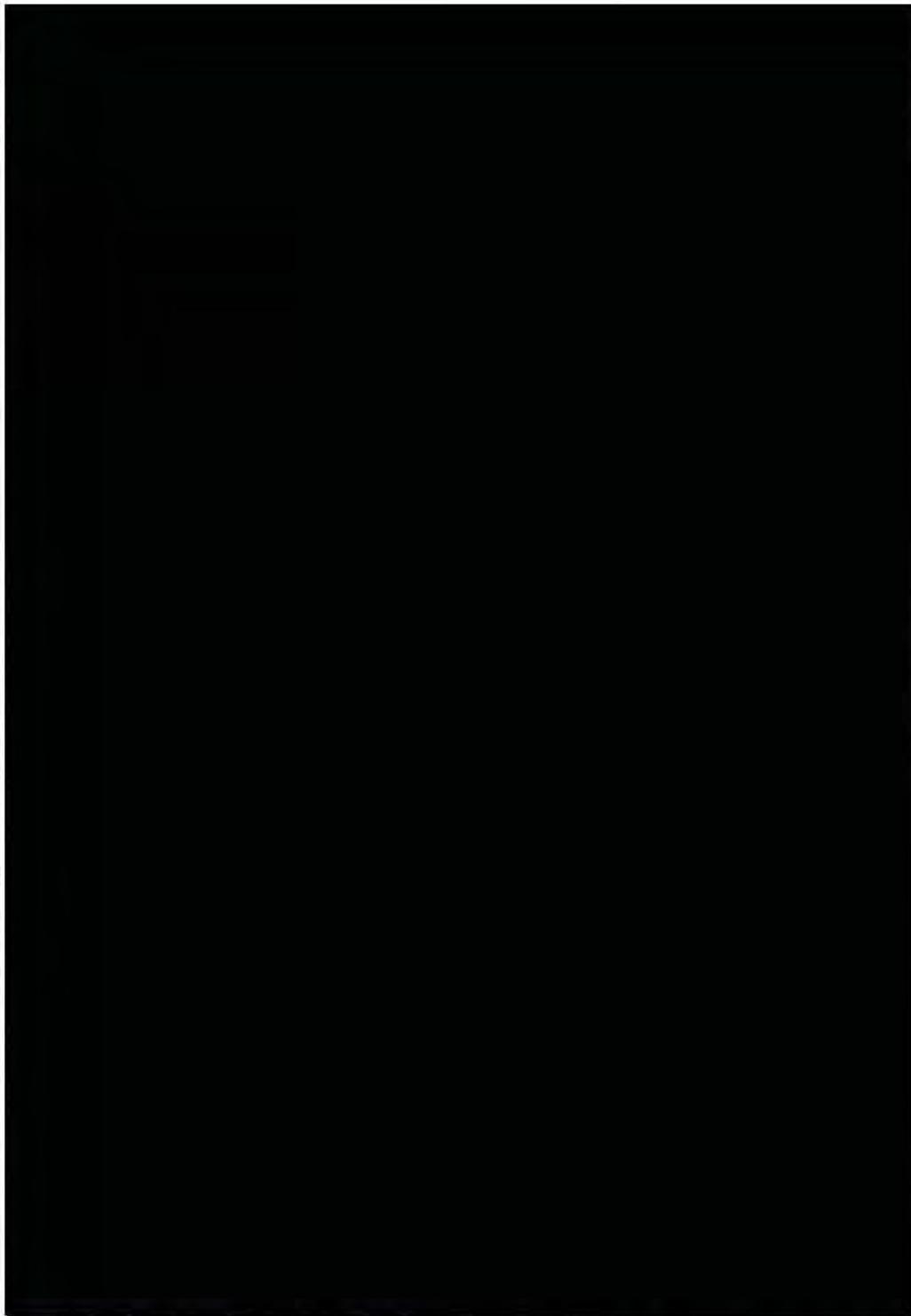
Your reviews are due 07/21/05. You have 85 day(s) remaining.

0 of 5 of your direct-report managers have finished their review(s).

0 of 5 of your direct-report managers' review(s) have automatically rolled up to the next level of management.

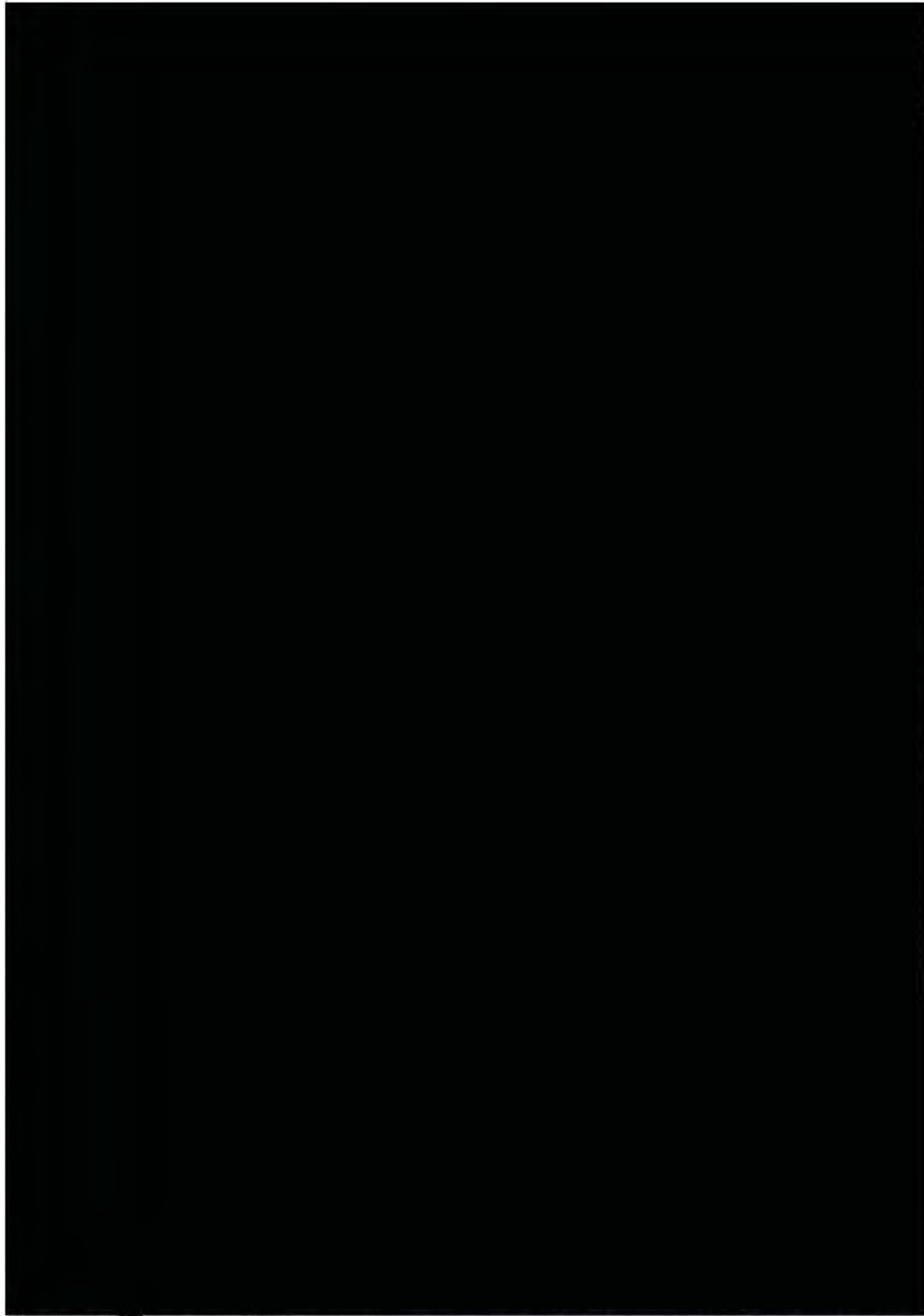


Manager Summary Screen



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Manager Summary Screen



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Manager Summary Screen



To view information about an employee, click the name of the employee. The system will then display the *Individual Worksheet*.

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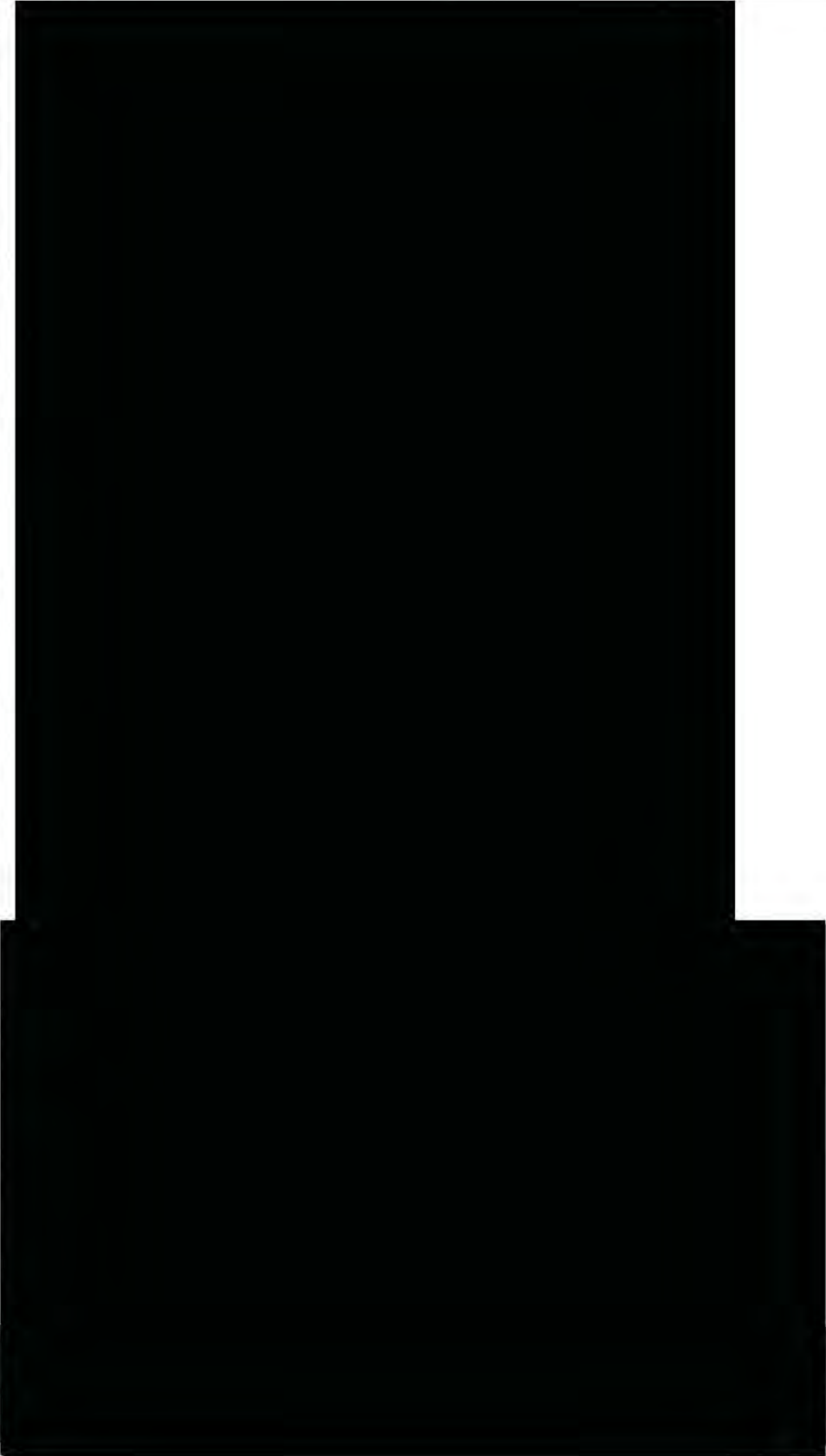


Individual Worksheet



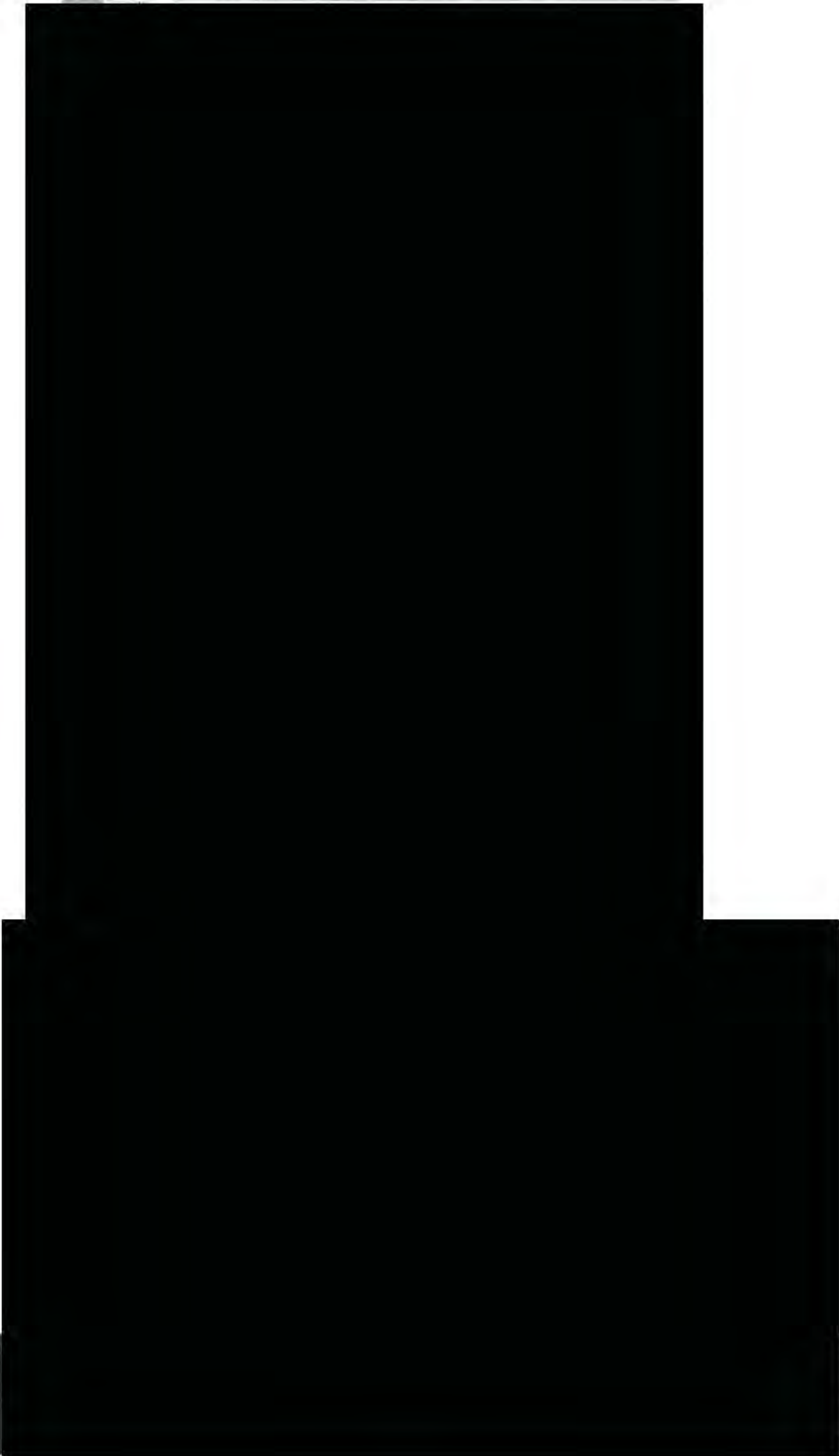
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Recommend a Merit Increase – Salaried Employee



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Recommend a Merit Increase – Hourly Employee



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Merit Lump Sum



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Adjustment



2. Enter a "Reason" and press "Continue" to the Promotion panel

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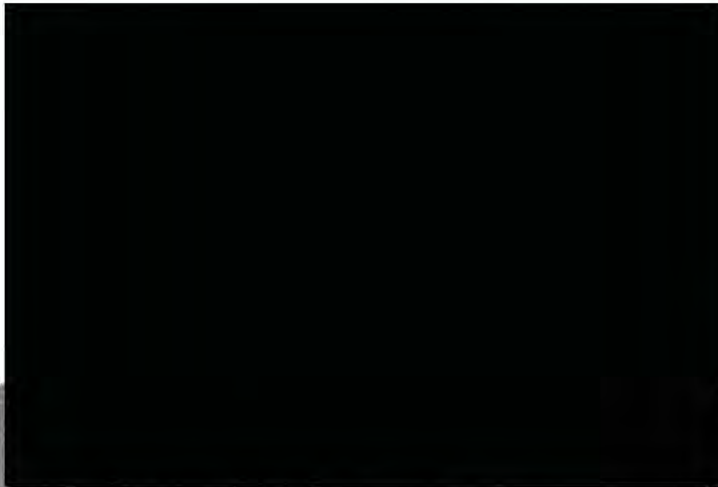
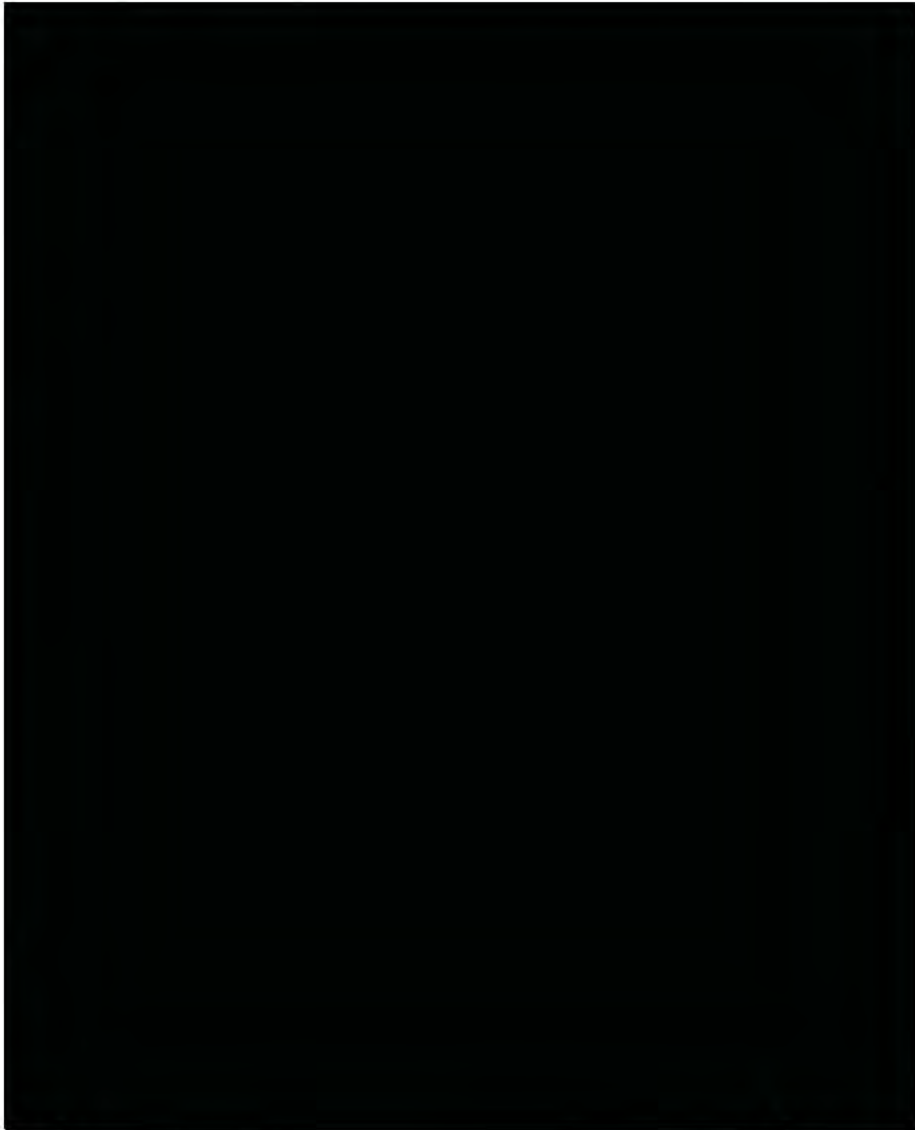
Promotion

1. Click "Open the Promotion Worksheet"
2. The Promotion Worksheet displays the EE's current job info.
3. Defaults to current Job Function, Job Family, choose new Job Title/Code.
4. Click "Save" to continue on to the Promotion Increase Screen.



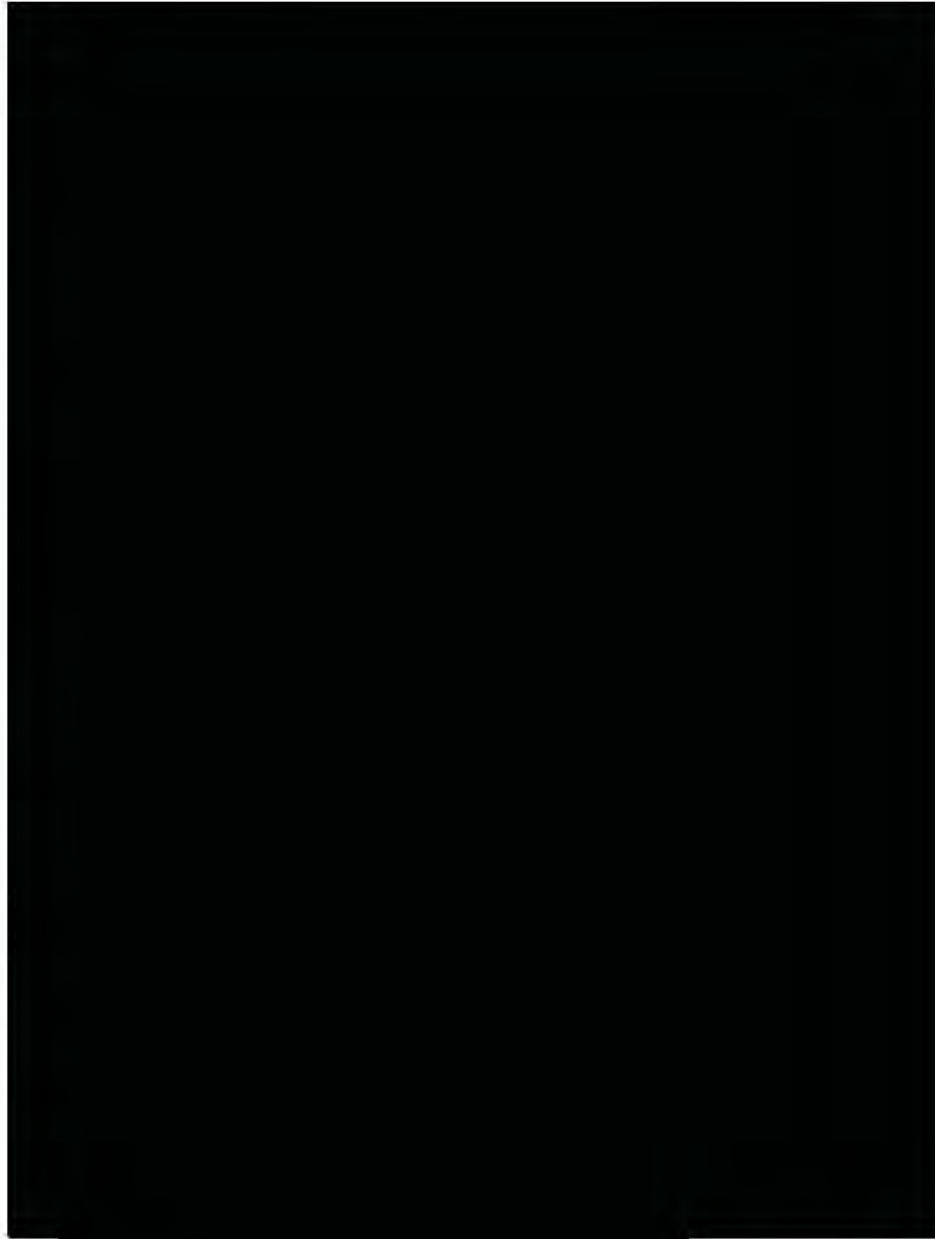
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Promotion Increase Panel



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Retention and IPI Bonus



3. Click "Continue" go to the "Review EE Worksheet".



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Review Employee Worksheet



The Review Employee Worksheet displays a summary of all pay decisions.

1. Click "Edit" to access a specific section of the Individual Worksheets.
2. Click on "Save Review" to save this individual employee review. This is the only way the review will be saved.

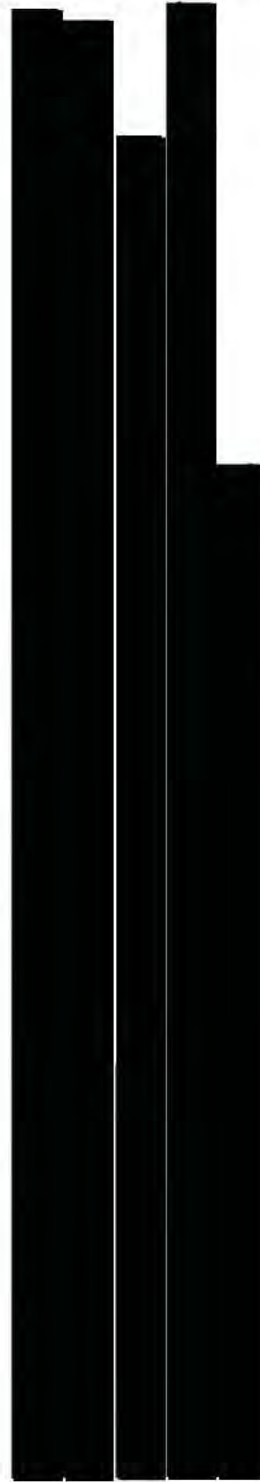
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Reports – Individual Worksheet



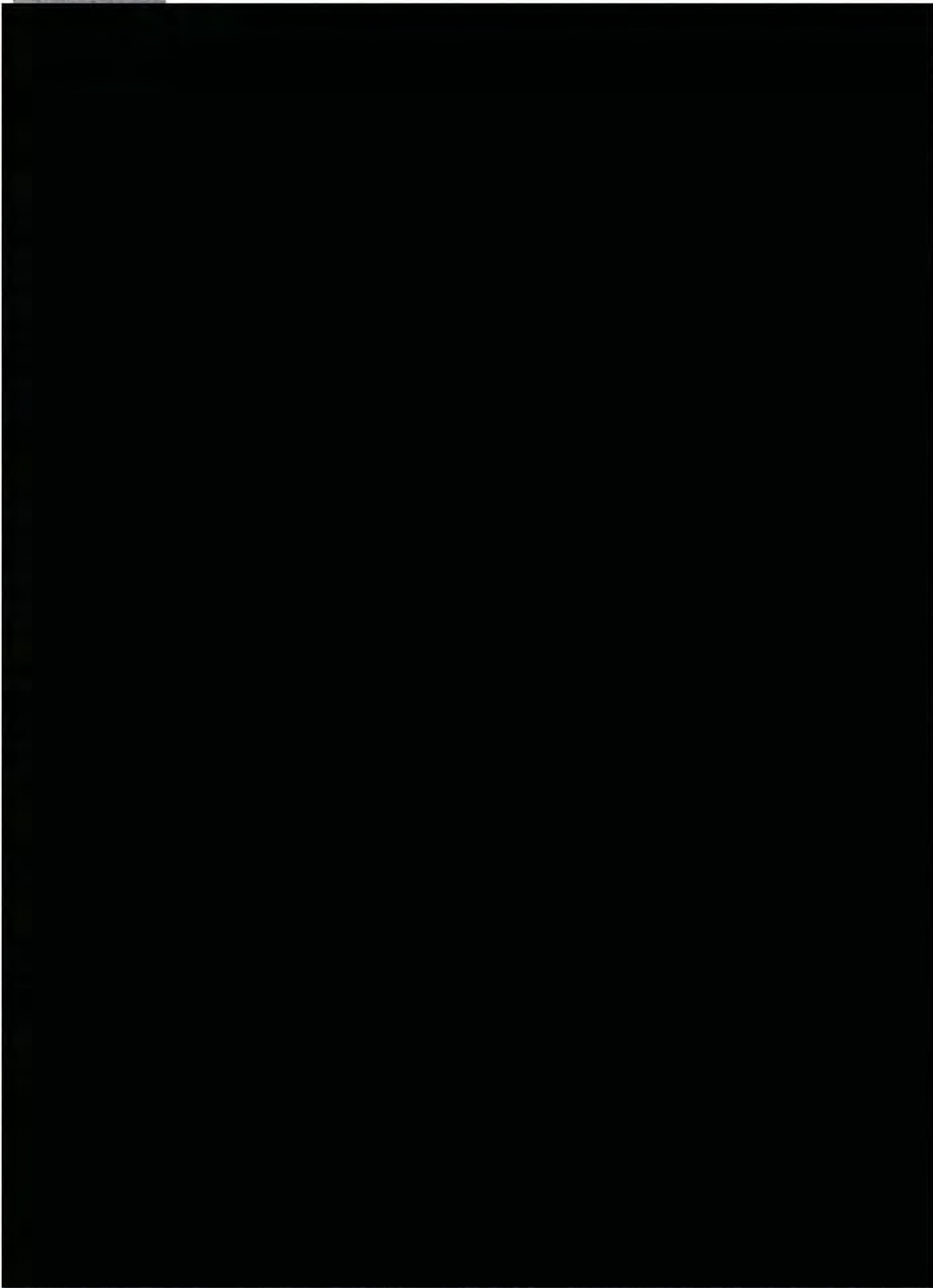
Last Year's Pay Decision Summary Report



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Reports – Individual Worksheet



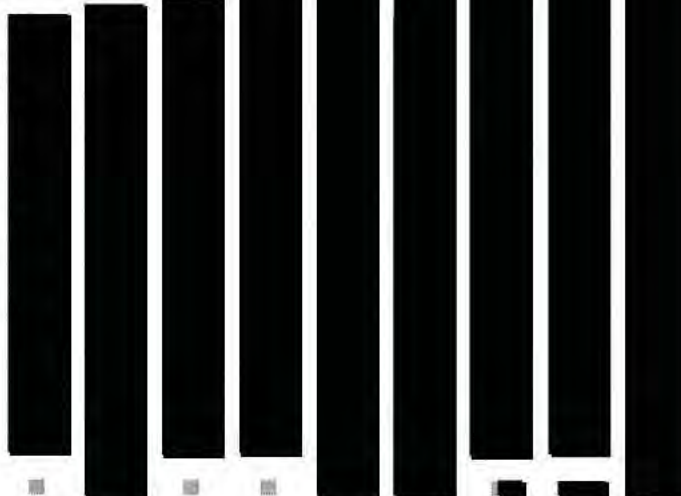
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Reports – Manager Summary Screen

New PDT Reports

- Intuit Focal Summary Overall Stats
- Budget Remaining

Other Reports



Summary Reports

Select a report to view:

-- Choose one --

-- Choose one --

Average IP1 Award by Performance Rating

Customizable FY'05 Focal Review Information [.xls]

Exception Report [.xls]

FY'05 Focal Review Information [.xls]

FY'05 Promotion Report [.xls]

Intuit Focal Review Summary Stats

Budget Remaining

Performance Rating Distribution

Retention Code Distribution

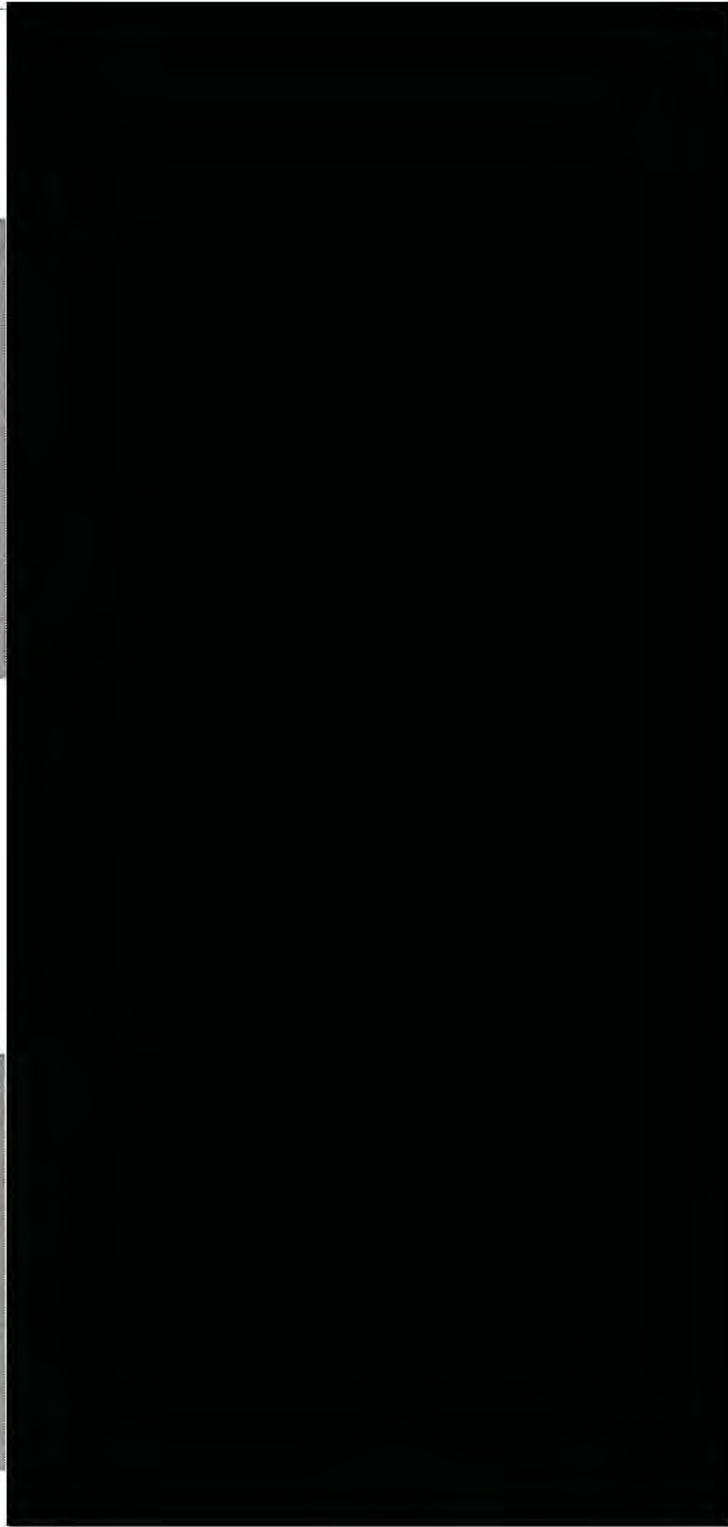
Total Cash Comparison for FY'04 and FY'05 [.xls]

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Report – Examples (New Reports)

Intuit Focal Review
Summary Stats

Budget Remaining



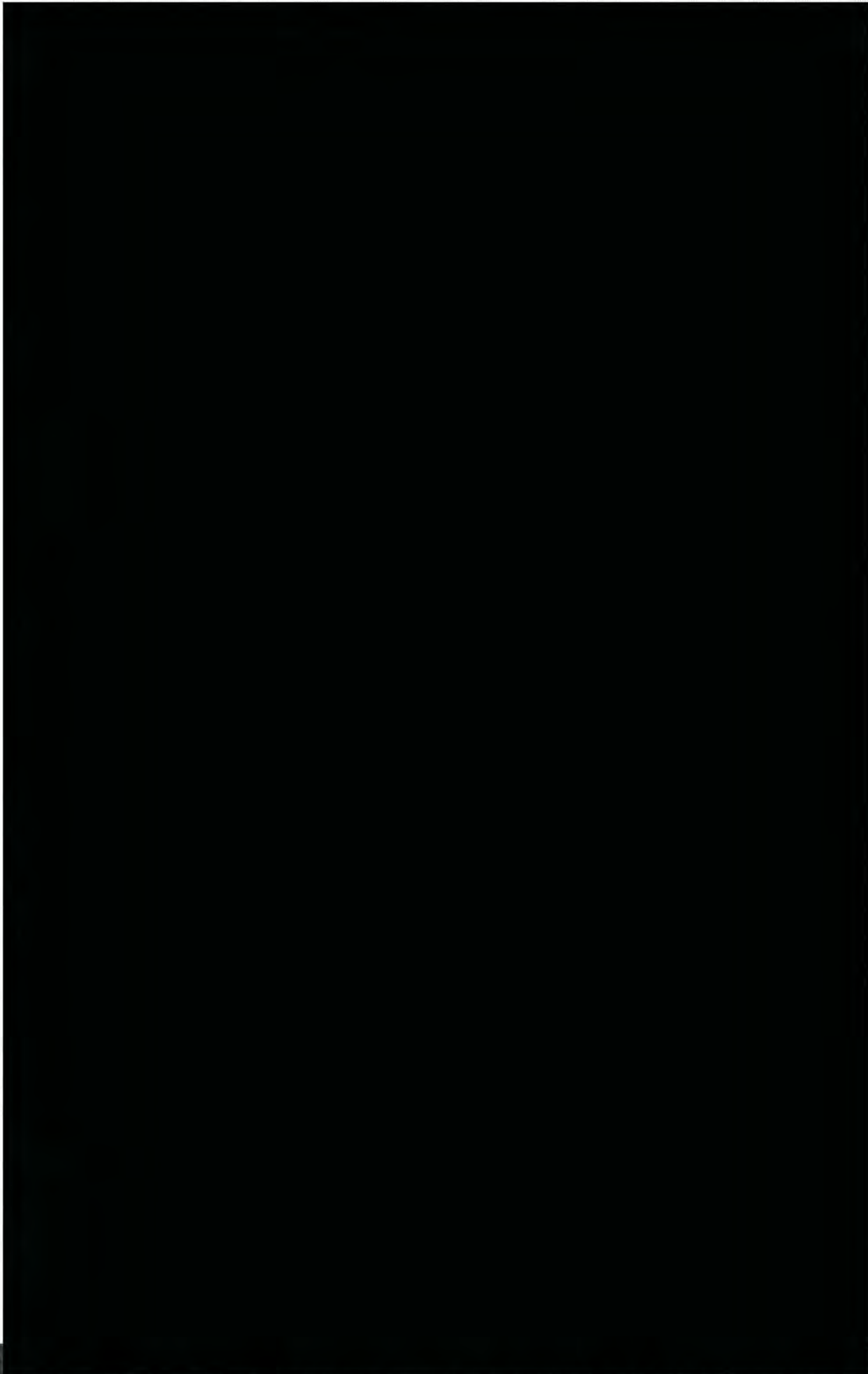
Report - Examples

Performance
Rating Distribution

Retention Code
Retention Code Distribution



Submit – Accept – Reject Review



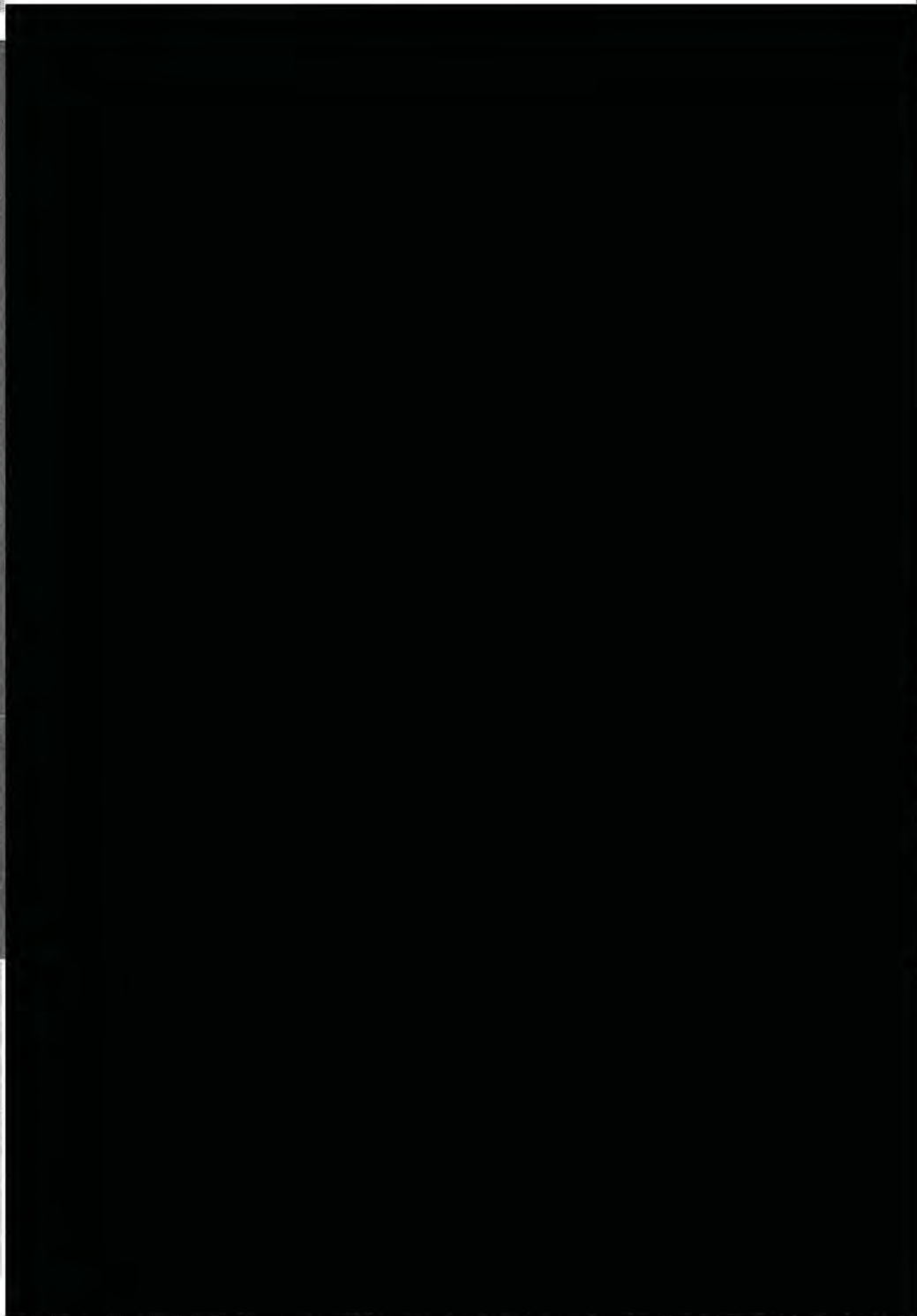
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4. The Stock Options Tool ...A Quick Intro



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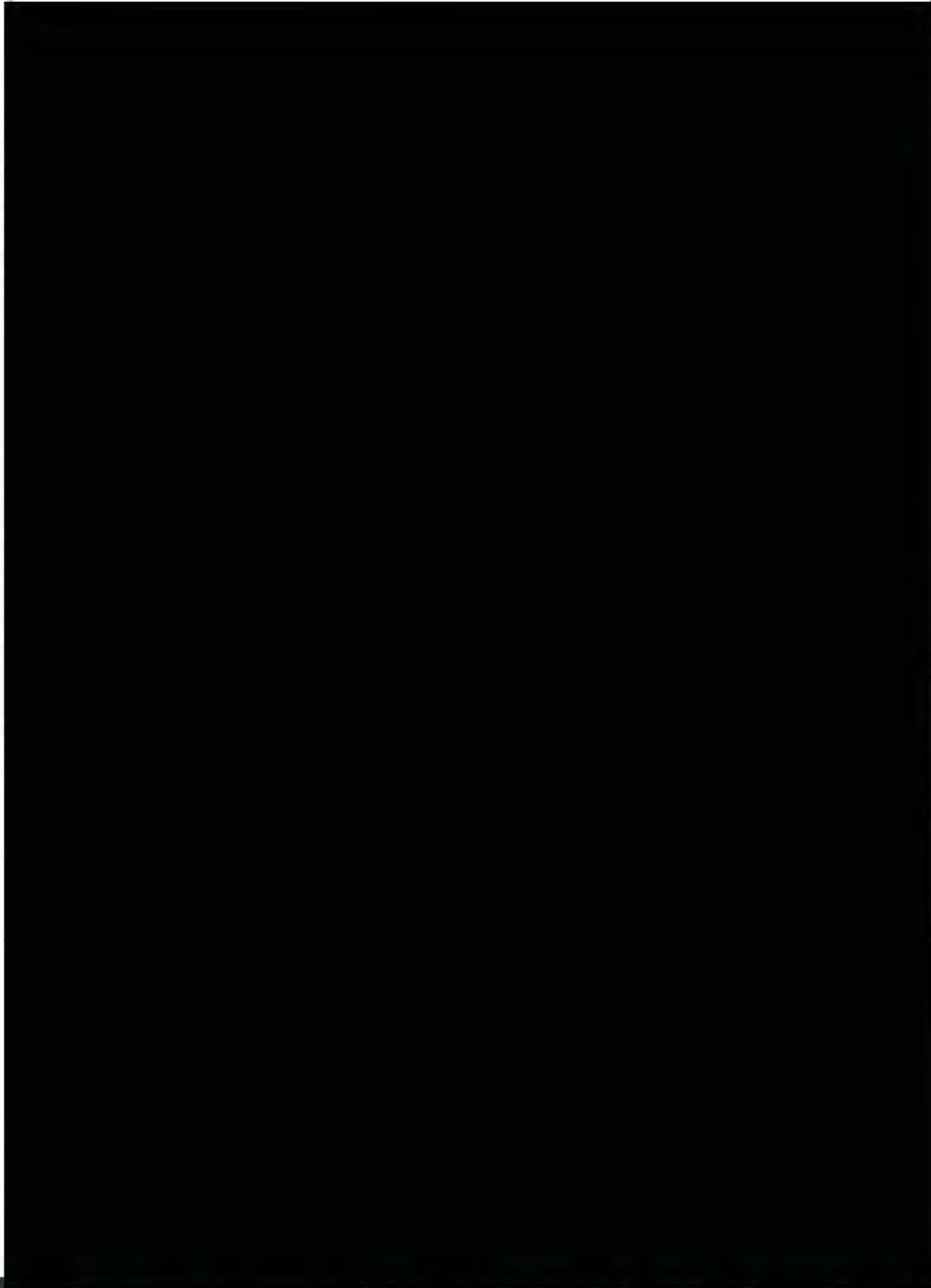
Stock Tool – Manager Summary Screen



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Stock Tool - Manager Summary Screen

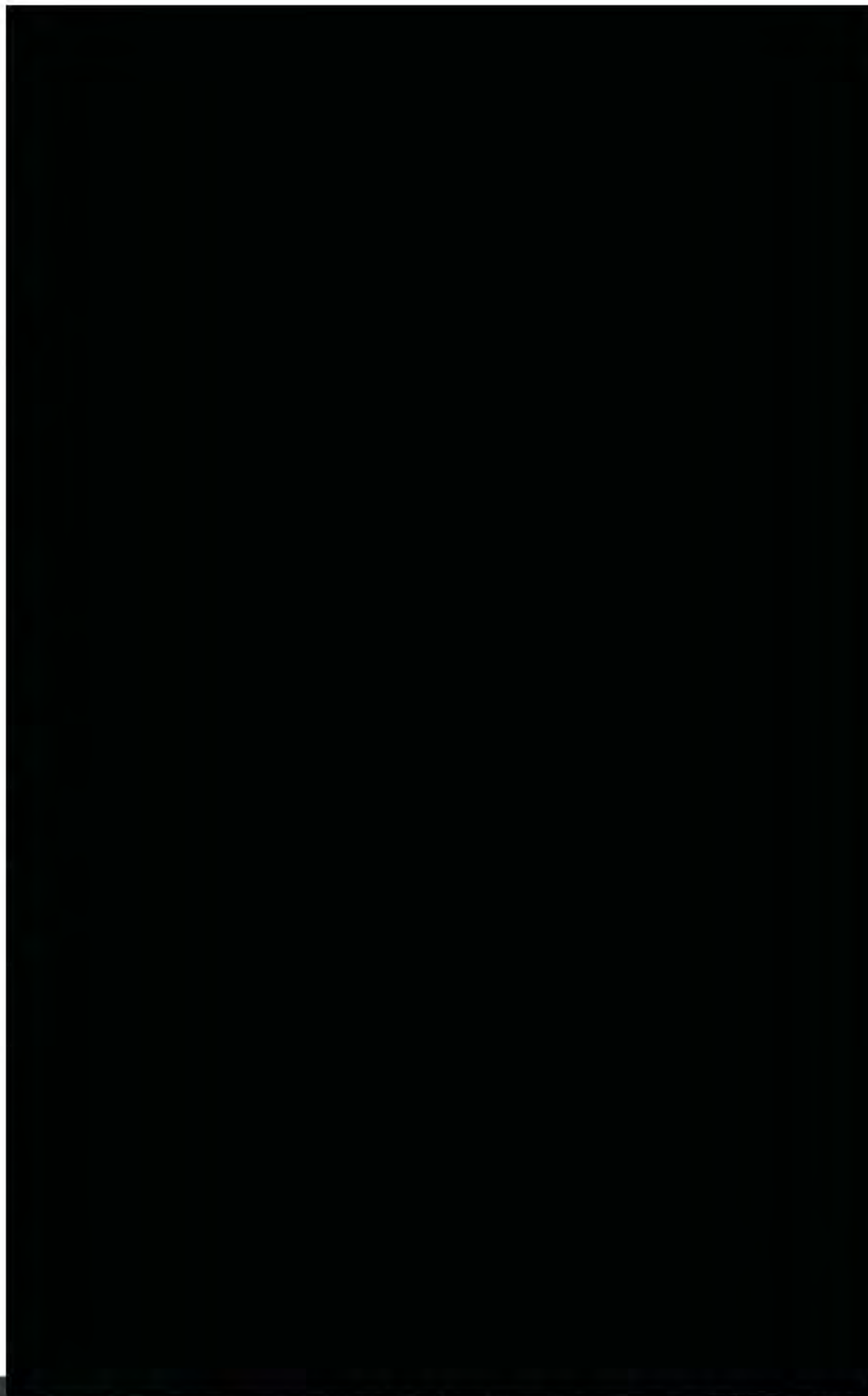


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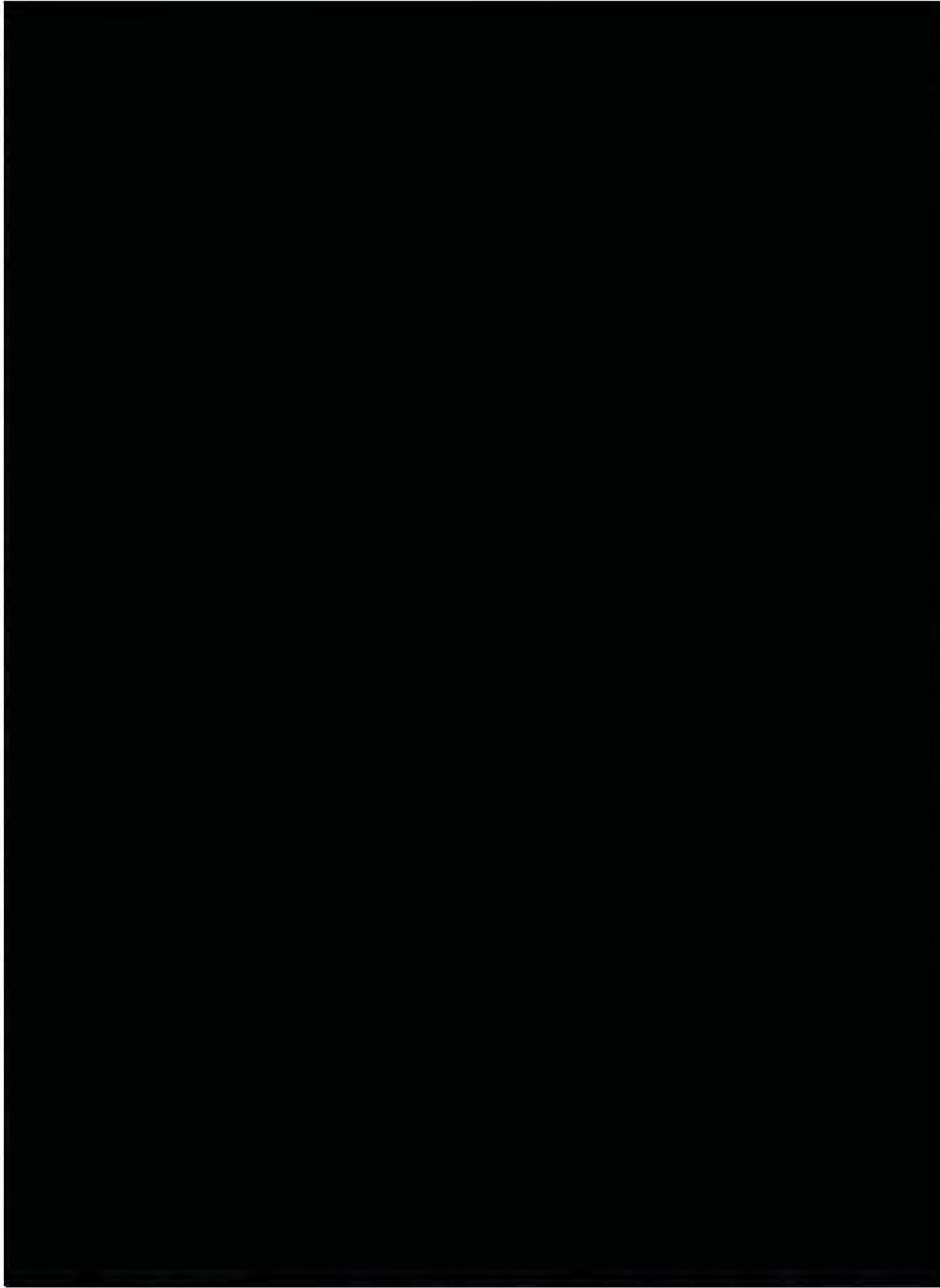
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Stock Tool - Eligibility



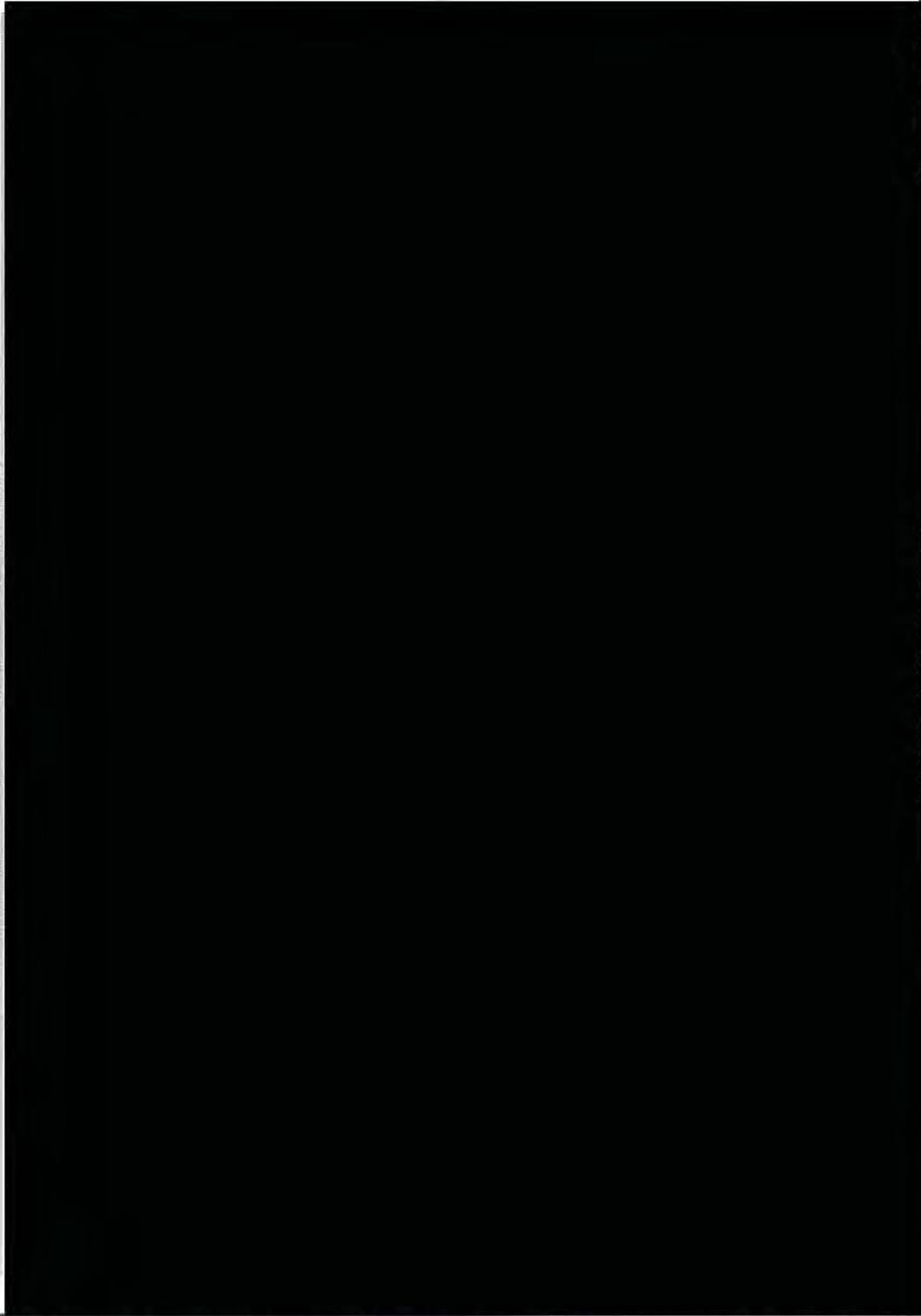
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Stock Tool – Recommend Options



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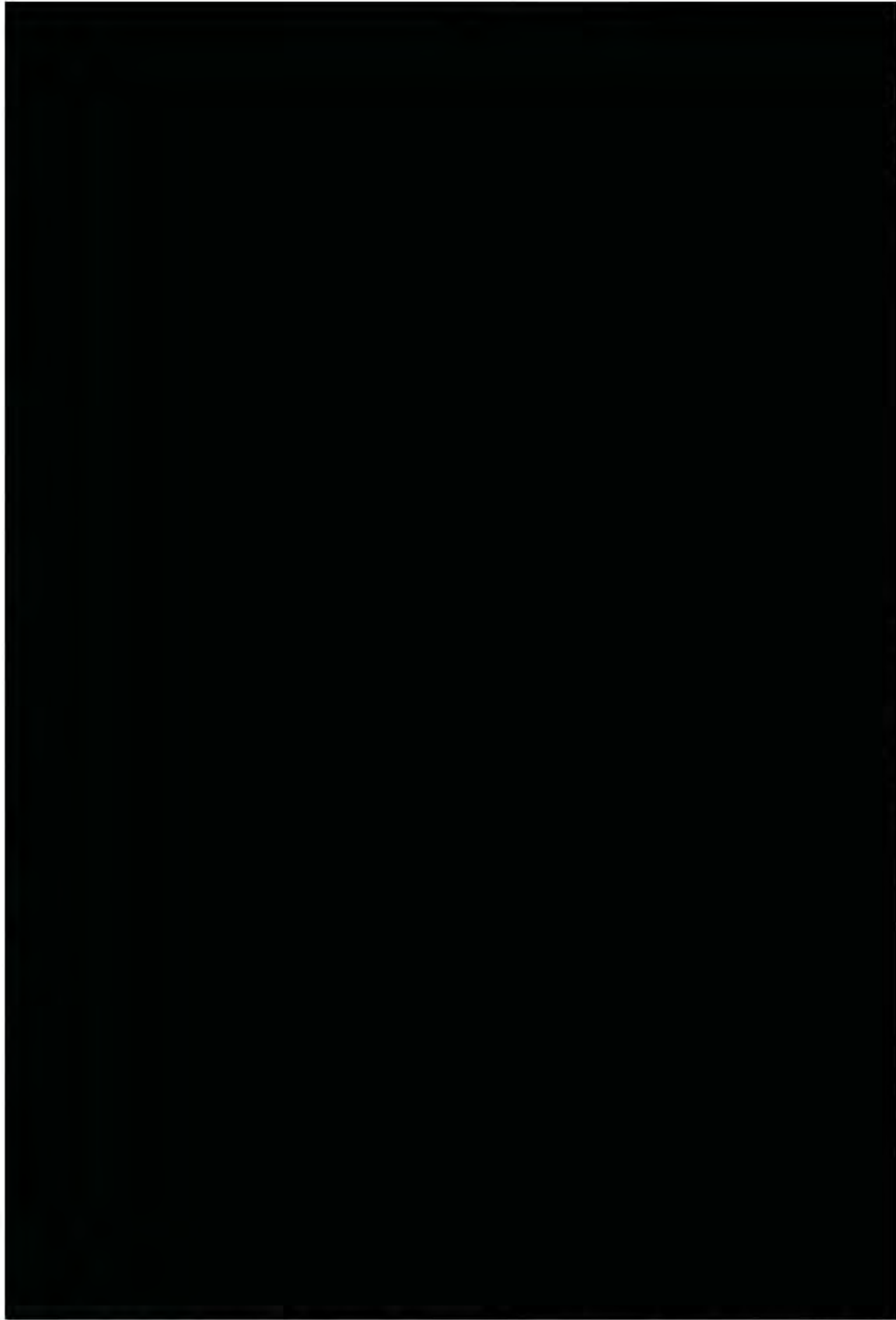
Stock Tool – Recommend Options



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Stock Tool – Dropdown Reasons - Descriptions



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Questions?

■ **Process, Tools, Benefits question? – Call AccessHR in Tucson at 1-3333**

■ **Performance management question? – See your HRBP**

■ **Pay-for-performance question? – Contact your local HR or the compensation team**

■ ***Stock Options – Your HR Leader or the Compensation Team***



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